LUMINA STUDIO THEATRE
Funding Strategy
Lumina provides a unique opportunity for young and adult actors to perform Shakespeare and classic theatre.

STONE SOUP FILMS
Funding Strategy
Stone Soup produces high-quality promotional videos free of charge for charitable organizations in Washington, DC.
SENIOR SERVICES OF ALEXANDRIA

Funding Strategy

Senior Services fosters independence and self-sufficiency to enable seniors to age with dignity.

THE READING CONNECTION

Funding Strategy

The Reading Connection improves lives of at-risk children and families by creating motivation for reading.
The Year in Review

At last year’s Project Launch where hundreds of prospective volunteers came to meet our 2011-12 clients, we told the crowd that a lot can happen in a year. Such was the case for our 39 clients who were served by our 264 volunteers. It also was the case for Compass. In fact, 2011-12 was a very exciting year for Compass, one marked with both a look backwards and a look ahead.

We began the year by planning our 10th anniversary celebration with a theme of reconnecting. The event brought together people from our history who had contributed to our growth and impact in the Greater Washington community. Former clients and volunteers saw each other again, some for the first time in years. Donors and supporters got to witness first-hand how their contributions to Compass had nurtured a start-up nonprofit. We also took the opportunity to highlight the important work of the many nonprofits we’ve been fortunate to call clients.

The celebration event was followed closely by a year of serving the most nonprofits ever. Last year we provided strategic guidance, board development and funding strategies to 39 nonprofit clients working in the fields of Affordable Day Care, Arts & Culture, Children and Youth, Community Development, Domestic Abuse, Education, Family Services, Homelessness, Human Services, Low Income Support, and Volunteer Services.

Twelve of our 2011-12 clients took advantage of our Micro Project offering, which lets Compass volunteers provide pro bono assistance to nonprofits that are too small for our Classic Projects. Micro Projects have allowed us to increase our reach and to impact more local nonprofits. Just three years ago, Micro Projects weren’t an option for smaller nonprofits. Like the addition of Micro Projects, each year we try to refine our program so we can give more back to the community that we call home.
In addition to a big year programmatically, in 2011-12 the Compass board set out on an internal strategic planning effort. We spent many months looking at options, priorities and possibilities. Our new strategic plan calls for doing what we do, but better and deeper, here in DC. Also, because we’ve been hearing from people in other cities who would love to have an organization like Compass, we’ll be looking at geographic expansion as part of our new five-year strategic plan.

For any start-up nonprofit, 10 years seems a long way off. We weren’t around for Compass’ founding, but we know how hands-on the board had to be to get this organization going and to build momentum. We look back at the moments when decisions were made that could have gone either way, but worked to our advantage. Those momentous points became the highlights of our story, and in fact, are the building blocks for any nonprofit.

As we look back on the significance in 2011-12 of inspiring 264 business professionals to donate their time to help 39 nonprofits become stronger and more sustainable, we thank the volunteers for their time, our donors for allowing us to provide this wonderful program to Washington-area nonprofits, and our board for their belief in this organization and for making those momentous decisions along the way that continue to move Compass forward. We also thank the nonprofits that shared their organizations with us, that keep us focused on our mission, and that inspire us every day.

Cassandra Hanley  Suzanne Laporte
Board Chair  Executive Director
2011-12 PROJECTS

AFFORDABLE DAY CARE
ARTS & CULTURE
CHILDREN AND YOUTH
COMMUNITY DEVELOPMENT
DOMESTIC ABUSE
EDUCATION
FAMILY SERVICES
HOMELESSNESS
HUMAN SERVICES
LOW INCOME SUPPORT
VOLUNTEER SERVICES
COMMUNITIES IN SCHOOLS OF THE NATION’S CAPITAL
Funding Strategy
Communities in Schools serves six schools in the District of Columbia to improve disadvantaged children’s performance in school.

CÉSAR CHÁVEZ PUBLIC CHARTER SCHOOLS
Strategic Planning
César Chávez PCS provide a high quality public school for young people from DC’s most impoverished and underserved communities.
President Lincoln’s Cottage preserves and interprets President Lincoln’s seasonal retreat to engage the public in an exploration of Lincoln.
THE WASHINGTON BALLET
Strategic Planning
The Washington Ballet presents classical and contemporary ballet programs, and has an extensive community engagement program.

MAIN STREET CHILD DEVELOPMENT CENTER
Funding Strategy
Main Street provides a quality, accredited early childhood learning program.
DANCE EXCHANGE
Strategic Planning
The Dance Exchange is an intergenerational dance lab dedicated to multiple artistic voices.

PERRY SCHOOL
COMMUNITY SERVICES CENTER
Strategic Alignment
The Perry School’s mission is to eradicate poverty for youth, adults, and families through social services, economic empowerment, and youth development.
CITY FIRST ENTERPRISES
Strategic Alignment
City First Enterprises is dedicated to developing innovative, market-oriented solutions that expand opportunity for low- and moderate-income families.

FACETS CARES
Funding Strategy
FACETS is a key participant in Fairfax County’s efforts to eradicate homelessness.
ALEXANDRIA SEAPORT FOUNDATION

Funding Strategy
ASF works with at-risk youth who become apprentices in building full size wooden boats.

VOLUNTEERS OF AMERICA CHESAPEAKE

Strategic Partnerships
VOAC is a branch of one of the nation’s largest and most comprehensive human service organizations.
ARTS AND HUMANITIES COUNCIL OF MONTGOMERY COUNTY

Funding Strategy
The Arts and Humanities Council provides leadership that sustains arts and humanities organizations.

BLACK STUDENT FUND
Strategic Planning
BFS maintains access to independent schools for African-American children from low- to modest-income households.
CLARICE SMITH PERFORMING ARTS CENTER
Strategic Alignment
As part of the University of Maryland, the Clarice Smith Performing Arts Center’s mission is to transform lives through engagement with the arts.

WONDERS CHILD CARE
Strategic Planning
Wonders Child Care is one of the largest, nonprofit child care organizations in Montgomery County and the District of Columbia.
NATIONAL HISTORY DAY
Funding Strategy
National History Day seeks to teach essential historical literacy that motivates students to secure the future of democracy.

ELSIE WHITLOW STOKES PUBLIC CHARTER SCHOOL
Strategic Planning
Elsie Whitlow Stokes prepares 320 culturally diverse elementary school students to be leaders, scholars, and responsible citizens.
IONA SENIOR SERVICES
Strategic Alignment
Iona’s mission is to support people as they experience the challenges and opportunities of aging.

HOMESTRETCH
Strategic Planning
Homestretch provides housing and support services to homeless families.
HOWARD UNIVERSITY
SCHOOL OF
COMMUNICATIONS
Strategic Planning
Howard University’s School of Communications is dedicated to being a leading center for teaching and research in the field of communications.

DASH (DISTRICT ALLIANCE FOR SAFE HOUSING)
Funding Strategy
DASH provides relief to domestic abuse survivors through emergency and long-term housing.
SIGNATURE THEATRE
Strategic Planning
Signature Theatre is a Tony Award®-winning, professional theater company.

THE BARKER FOUNDATION
Strategic Planning
The Barker Foundation serves all members of the adoption circle.
KID POWER
Strategic Partnerships
Kid Power is a civics-based organization that provides academic, artistic, nutritional, and service-learning opportunities for youth in under-served neighborhoods.

THE WOMEN’S COLLECTIVE
Board Development
The Women’s Collective meets the needs of women, girls, and their families living with, or at-risk for, HIV/AIDS & STDs.
DAMIEN MINISTRIES
Board Development
Damien Ministries supports those abandoned or isolated in their suffering with HIV/AIDS.

REBUILDING TOGETHER MONTGOMERY COUNTY
Board Development
Rebuilding Together improves the homes and lives of low-income homeowners.

PARENT ENCOURAGEMENT PROGRAM
Funding Strategy
PEP is a parenting education organization helping parents develop stronger, healthier families.

C&O CANAL TRUST
Board Development
The C&O Canal Trust protects, restores and promotes the C&O Canal National Historic Park.
STEPPING STONES SHELTER
Funding Strategy
Stepping Stones Shelter provides support to homeless families to move them from crisis to a stable home environment.

DC EMPLOYMENT JUSTICE CENTER
Strategic Alignment
DCEJC protects and promotes the legal rights of low-wage workers in the DC area.

NETWORK FOR TEACHING ENTREPRENEURSHIP
Strategic Alignment
NFTE helps students from under-served communities develop an entrepreneurial mindset and create opportunities for themselves.
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Special Thanks

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

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The University of Chicago Booth School of Business
Fuqua School of Business at Duke University
Harvard Business School
Northwestern University Kellogg School of Management
Stanford Graduate School of Business
Tuck School of Business at Dartmouth
University of Virginia Darden School of Business
The Wharton School at the University of Pennsylvania
Yale School of Management

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

Booz Allen Hamilton
Arnold & Porter LLP

We also appreciate our special relationship with Corporate Executive Board and the Advisory Board Company, both of which supported our volunteer recruiting efforts.

Booz Allen Hamilton Partnership

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

Booz Allen’s commitment to community service was reflected by the 53 Booz Allen consultants who served Washington-area nonprofits by participating on Compass pro bono consulting teams. The talent, dedication and hard work of Booz Allen volunteers helped generate invaluable strategic guidance for Compass’ clients.

We are particularly grateful to Diego Briceno and Jennifer Holtz for their work as the Compass-Booz Allen liaisons in 2011-12. We also want to thank Joseph Suarez, Director of Community Partnerships & Philanthropy for his ongoing support of Compass, and Jean Dolan, Vice President at Booz Allen, who is a member of the Compass board.
Donors

Compass gratefully acknowledges the generous supporters who made our work with 39 local nonprofits possible in 2011-12. 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. In 2011-12, Compass volunteers provided the market equivalent of $4.4 million in strategic consulting for 39 local nonprofits, free of charge.

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*2011-12 Volunteer
Service Line Distribution

- Classic
- Micro
- All 2011-12 Projects

<table>
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<th>Project Type</th>
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<td>Strategic Planning</td>
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Revenue and Expenses

**Revenue**
- Foundations (A) 32.2%
- Individuals (B) 30.7%
- 10th Anniversary Event (C) 28%
- Corporations (D) 9.2%

**Expenses**
- Board Development Program (A) 8.6%
- Strategic Alignment Program (B) 10.4%
- Strategic Planning Program (C) 24.2%
- Funding Strategies Program (D) 24.2%
- Management & General (E) 8.9%
- Development (F) 23.6%
10th Anniversary Celebration

On November 11, 2011, over 300 people gathered to celebrate Compass' 10th Anniversary at the Long View Gallery in downtown Washington. Current and past clients, volunteers, donors and partners came together to reconnect and recognize the important contribution made to the Greater Washington community by Compass. During this exciting evening, Compass recognized the important work of Compass Founding Director, Melissa Williams, and Compass Founding Board Members: Gus Bessalel, Ern Blackwelder, Hilary Joel, and Burgess Levin.

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With deep gratitude, we thank the following corporate sponsors for supporting our 10th Anniversary Celebration.

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Howard University, Cassidy Turley, Avalere Health, Raymond James, True North
Volunteers

CLASSIC PROJECTS

Alexandria Seaport Foundation
Gregory Try, Project Leader
Benjamin Danner, Iulia Degeratu, Diane Hill, Gaurav Jain,
Erich Smythe, Kevin Wolfe

Arts and Humanities Council of Montgomery County
Donna Berry, Project Leader
Jan Abraham, Deputy Project Leader
Xi Chen, Dan Houston, Pamela Krieger, Ronald Lee,
Cheryl Stevens

The Barker Foundation
Dao Nguyen, Project Leader
Bradley Nestico, Deputy Project Leader
Carlie Bissler, Kara Fisher, Sonya Sbar, Elodie Slawinski,
Heather Thompson, Matt Yacco

The Black Student Fund
Rachel Battles, Project Leader
Sasan Dehghan, Deputy Project Leader
Gregory Billings, Kathryn Chapman, Kara Frost,
Michael Russano

César Chávez Public Charter Schools
Jeanne Simon, Project Leader
Jessica Weaver, Deputy Project Leader
Rachel Baylis, Haynes Cooney, Papia Debro, Paula Jacobs,
Alan Myneke, Chip Warner

City First Enterprises
Andre Fowlkes, Co-Project Leader
Paul Shaw, Co-Project Leader
David Black, Deputy Project Leader
Richard Deng, Howard Hyde, Patricia Lewis, Cathy Speck,
Charlotte Tsui, Lauren Victor

Clarice Smith Performing Arts Center
Brock Holmes, Project Leader
Hatem Hatem, Deputy Project Leader
Katherine Feeney, Wayne Kim, Whitney Moore,
Savannah Onwochei, Craig Schultz, Nicholas Tanner

Communities in Schools of the Nation’s Capital
George Ofori-Boadu, Project Leader
Michael Snusz, Deputy Project Leader
Sanjay Acharya, Breanna Hockenbury, Brian Lang,
Elizabeth Prior, Rachel Roth, Zeke Williams

Dance Exchange
Harry Knight, Project Leader
Dave Peterson, Deputy Project Leader
Margaret Ernst, Dana Foley, Neha Govil, Felipe Millon,
Charlie Norko, Kelly Smith

DASH (District Alliance for Safe Housing)
Michelle Coyle Edwards, Project Leader
Drew Conklin, Deputy Project Leader
Jason Graham, Dusty Riddle

Elsie Whitlow Stokes Public Charter School
Karen Burkes, Project Leader
Richard Stern, Deputy Project Leader
Kelli Allred, Vivienne Azarcon, Leila Ledsinger,
Erin McMahon, Lynn O’Connell, Victor Reyes, Tara Roberts

FACETS Cares
Susan Maly, Project Leader
Michael Kim, Deputy Project Leader
Rick Baltz, Afua Bruce, Sharon Owens, Nikhil Patil,
Jessica Toye

Homestretch
Natalie Robinson, Project Leader
Melissa Makfinsky, Deputy Project Leader
Robin Barnes, Alexis Feeney Tallman, Paul Feshour,
Mike Plunkett, Ann Reed, Kevin Vincent

Howard University School of Communications
Carl Grossman, Project Leader
Benjamin Jarvis, Deputy Project Leader
Charlie Bingham, Lauren Kinsey, Drew McManigle,
Cecily Stewart

Iona Senior Services
Betsy Hanlon, Project Leader
Jason Wehrs, Deputy Project Leader
Anna Barnes, Ryan Jackson, Jordan Loeb, Jon Meyerholz,
Vishal Thummalapally, Patricia Underwood

Kid Power
Susan Tiel, Project Leader
Jennifer Holtz, Co-Deputy Project Leader
Brian Whittaker, Co-Deputy Project Leader
Michael Bernstein, Jonathan Connell, Petra Kahn,
Natasha Munshi, Megan Zweig

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Main Street Child Development Center
Tulip Shah, Project Leader
Michael Humenansky, Deputy Project Leader
Sarah Brown, Chris Cahn, Eric Laychock, Thanh Nguyen,
Beverly Sobel-Redler, Maria Vogelei

National History Day
Jennifer Blasko, Project Leader
Ken Taylor, Deputy Project Leader
Greg Barber, Renita Canady, James De Lorbe,
Lisa Gomes-Casseres, Greg Thacker

National Trust for Historic Preservation – President Lincoln’s Cottage
Emil Skodon, Project Leader
Lu Zhang, Deputy Project Leader
Kristen Ashford, Robert Nelson, Kathy Ng, Laurie Pagnio,
Ameeta Patel, Garry Tyran, Barbara Tyran, Craig Unterseher

Perry School Community Services Center
Katheryn Ellis, Project Leader
Andrew Pak, Deputy Project Leader
Mark Clark, Louise Conroy Prader, Ashley Leonard,
Pragnya Paramita, Nikki Rogers, Norman Woods

Rosemount Center
Peter Godston, Project Leader
William Hughes, Deputy Project Leader
Sara Couch, Amanda Dick, Rachel Fefer, Ekaterina Krasnov,
Blaise Nietcho, Anne Wang

Signature Theatre
Jeff Kass, Project Leader
Cori Byrum, Dan Everton, Ed Gilliland, Matthew Keiser,
Amanda Norton, Jonathan Simon

Volunteers of America Chesapeake
Brett Crawford, Project Leader
Diego Briceno, John Gatmaidan, Rob Gibson,
Morcel Hasson, Stephen Mack, Yonas Nebiyeloul-Kifle,
Shishir Viriyala

The Washington Ballet
Nowell Rush, Project Leader
Carol Bloomberg, Dorsey Dunn, Kimberly Garnett,
Suzanne Laporte, Lauren Silva, Robert Winter, Markus Yap

The Women’s Collective
Victoria Pierce, Project Leader
Todd Landis, Deputy Project Leader
Emilia Griswold, Elizabeth Hoffman, Rebecca Lee,
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Wonders Child Care
Dwight Ellis, Co-Project Leader
Jennifer Rentas, Co-Project Leader
Thomas Ahn, Elyse Calcerano, Nikolay Filchev, Yi Kang,
Kristalee Overdahl, Amy Squires, Shruti Tiwari

MICRO PROJECTS
C&O Canal Trust
Karen Mazze, Project Leader
Julie Crider, Jill Herscot, Joel Nazdin

Damien Ministries
Mehreen Hossain, Project Leader
Estelle Acquah, David Gorrin, Amanda Woo

DC Employment Justice Center
Dawn McAvoy, Project Leader
Stephanie Ayers, Andrew Gilligan, Andy Rosenberg

Lumina Studio Theatre
Tracey Moon, Project Leader
Akshay Birla, Vincent Freccia, Sophie Walker

Network for Teaching Entrepreneurship
Darryl Dove, Project Leader
Bethany Blakey, Zach Koerber, George Stein

Parent Encouragement Program
Charlotte Haberaeecker, Project Leader
Nabila Ahmed, Kathryn Hansen, Rania Suidan

The Reading Connection
Armando Munoz, Project Leader
Christina Kang, Beth Kuhnhein, Paige Maehara

Rebuilding Together Montgomery County
Gary Friend, Project Leader
Tiffany Brown, Nathanael Rosidi, Jane Yang

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Andrew Branum, Brittany Burgess, Jeff Le

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Rupali Sardesai

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Amy Jones, Melinda Salaman, Jason Snyder
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Adventure Theatre
Alexandria Red Cross
Alexandria Seaport Foundation
Alzheimer's Association
American Red Cross
Anacostia Watershed Society
Annapolis Symphony Orchestra
Arc of Northern Virginia
Arena Stage
Arlingtonians Meeting Emergency Needs
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Audubon Naturalist Society
B.E.L.L. Foundation
The Barker Foundation
The Black Student Fund
Boys & Girls Clubs of Greater Washington
Brain Injury Services
Bread for the City
Bridges Public Charter School
Bright Beginnings
C&O Canal Trust
Calvary Women's Services
Campagna Center
Capital Area Asset Builders
Capital Area Food Bank
Capital Partners for Education
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Damien Ministries
Dance Exchange
Dance Institute of Washington
DC Employment Justice Center
DC Law Students in Court Program
DC SCORES
District Alliance for Safe Housing
Ellington Fund
Elsie Whitlow Stokes Community Freedom Public Charter School
Emmaus Services for the Aging
FACETS Cares
Family and Child Services of Washington, DC
For Love of Children
Friends of Guest House
Friends of the National Arboretum
Good Shepherd Housing and Family Services
Greater Prince William Community Health Center
Habitat for Humanity of Northern Virginia
Helen Hayes Awards
Higher Achievement
Hispanic Committee of Virginia
Homestretch
Hope and a Home
Hopkins House
Horton's Kids
Howard University School of Communications
Identity, Inc.
Imagination Stage
IMPACT Sliver Spring
Interfaith Works
Iona Senior Services
Ivy Mount School
Jewish Social Service Agency
Kid Power
Kidsave International
The Kingsbury Center
Lab School
Language ETC
Latin American Youth Center
Linden Resources
Literacy Council of Northern VA
Live It Learn It
Living Classrooms
Lumina Studio Theatre
Main Street Child Development Center
Manna Food Center
Martha's Table
Metro TeenAIDS
Miriam's Kitchen
Musical Theater Center
My Sister's Place
National Building Museum
National Child Research Center
National Family Caregivers Association
National History Day
National Trust for Historic Preservation – President Lincoln's Cottage
National Women's History Museum
Network for Teaching Entrepreneurship
New Community for Children
Northern Virginia Area Health Education Center
Oatlands
Parent Encouragement Program
Perry School Community Services Center
Phoenix Houses of the Mid-Atlantic
(Poetiously Vanguard Services Unlimited)
Pregnancy Aid Centers
The Reading Connection
Reality, Inc.
Rebuilding Together Montgomery County
River School
Ronald McDonald House
Rosemount Center
Samaritan Inns
Senior Services of Alexandria
Signature Theatre
Sitar Center for the Arts
So Others Might Eat
Special Love
Stepping Stones Shelter
Stone Soup Films
Stop Child Abuse Now
STRIVE DC
Student Support Center
Synetic Theater
The Theatre Lab
Total Family Care Coalition
Treatment and Learning Centers
Two Rivers Public Charter School
Urban Alliance Foundation
Vehicles for Change
Vida Senior Centers
(Formerly EOFULA Spanish Senior Center)
Volunteers of America – Chesapeake
Washington Area Community Investment Fund
The Washington Ballet
Washington Literacy Council
Washington Middle School for Girls
Washington National Cathedral
Washington Performing Arts Society
Washington Regional Association of Grantmakers
Washington Yu Ying Public Charter School
Wendt Center for Loss and Healing
Wesley Housing Development Corporation
Winnock (Formerly Environmental Resources Trust)
The Women's Collective
Wonders Child Care
Workforce Organizations for Regional Collaboration
Yachad, Inc.
Yellow Ribbon Fund
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2011-12 PROJECT ADVISORS
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2011-12 CLIENT SELECTION COMMITTEE

2011-12 PROJECT LEADER INTERVIEWERS
Cathy Bernasek, Ern Blackwelder, Cassandra Hanley, Hilary Joel, Karen Mazze, Jennifer Price, Nowell Rush
LUMINA STUDIO THEATRE
Funding Strategy
Lumina provides a unique opportunity for young and adult actors to perform Shakespeare and classic theatre.

STONE SOUP FILMS
Funding Strategy
Stone Soup produces high-quality promotional videos free of charge for charitable organizations in Washington, DC.