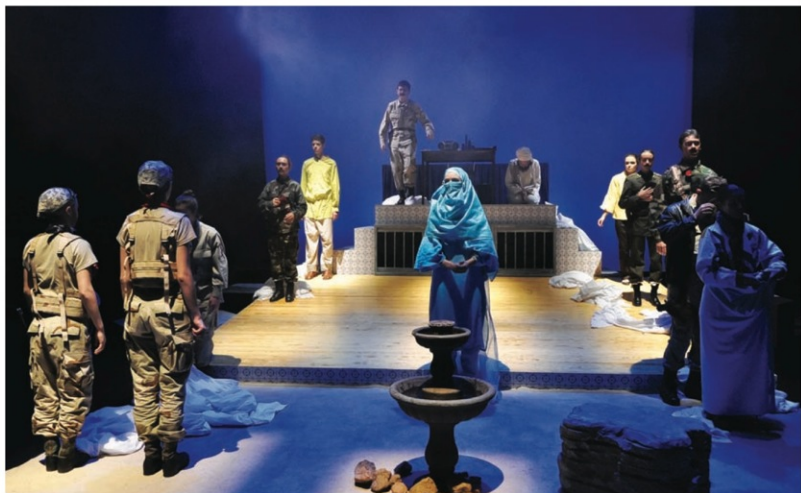


2011-12 ANNUAL REPORT



Compass



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
Board Chair

Suzanne Laporte
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.



NATIONAL TRUST FOR HISTORIC PRESERVATION – PRESIDENT LINCOLN'S COTTAGE

Strategic Planning

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.



Board of Directors

Cassandra Hanley, *Board Chair*
Sally Sloan, *Vice Chair*
Ari Zentner, *Treasurer*

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Khari Brown
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Eric Guichard
Robert “Bud” Moeller
Jennifer Price
Nowell Rush
Alan Wheat
Robert Winter
Andrew Young
Linda Youngentob
Suzanne Laporte, *ex officio*

Advisory Board

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Hilary Joel
Karen Mazze
Dan McVane
Susan Park
Craig Schultz

Special Thanks

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

Columbia Graduate School of Business
Cornell University
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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\$20,000 and above

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\$10,000-\$19,999

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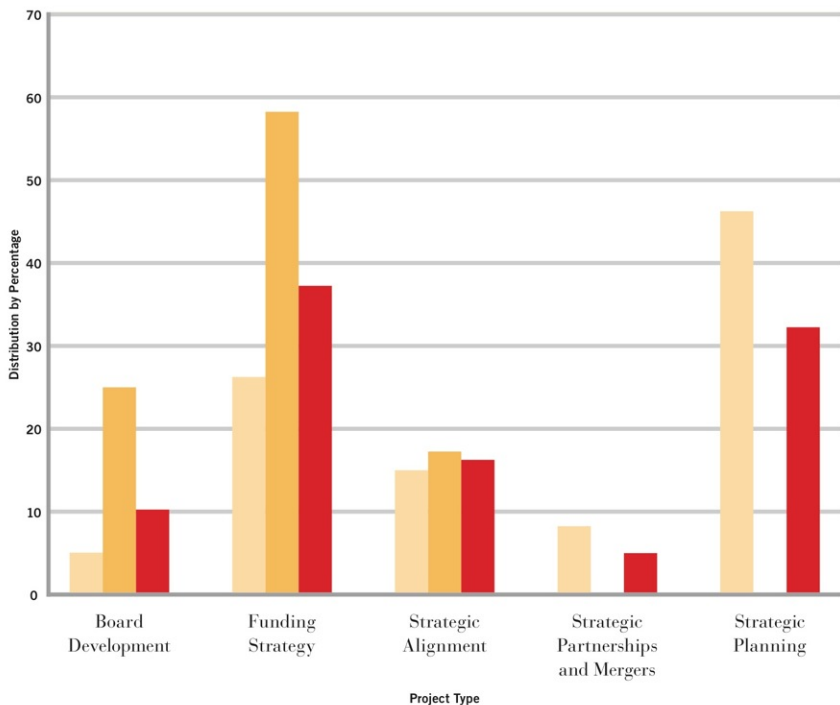
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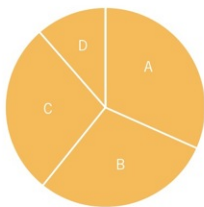
**2011-12 Volunteer*

Service Line Distribution

CLASSIC MICRO ALL 2011-12 PROJECTS



Revenue and Expenses



REVENUE

Foundations (A)

32.2%

Individuals (B)

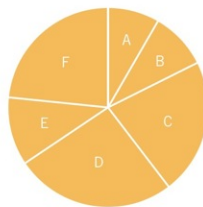
30.7%

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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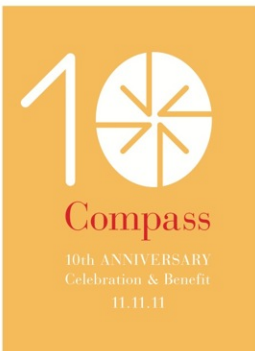
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Richard and Karen Shea
Joan and Mark Siegel
Juliana Su and John Duncan
Henry Tam
Serena Wiltshire



10th ANNIVERSARY CORPORATE SPONSORS

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

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Booz Allen Hamilton

GOLD

Capital One

SILVER

Arnold & Porter LLP

BRONZE

Gelman, Rosenberg & Freedman

CORPORATE CONTRIBUTORS

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, Papi Debroj, Paula Jacobs, Alan Mlynec, 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

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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

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Dave Peterson, Deputy Project Leader

Margaret Ernst, Dana Foley, Neha Govil, Felipe Millon, Charlie Norko, Kelly Smith

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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 Toyne

Homestretch

Natalie Robinson, Project Leader

Melissa Makfinsky, Deputy Project Leader

Robin Barnes, Alexis Feeney Tallman, Paul Freshour, 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

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Betsy Wehrs, Deputy Project Leader

Anna Barnes, Ryan Jackson, Jordan Loeb, Jon Meyerholz, Vishal Thummalapally, Patricia Underwood

Kid Power

Susan Tieh, Project Leader

Jennifer Holtz, Co-Deputy Project Leader

Brian Whittaker, Co-Deputy Project Leader

Michael Bernstein, Jonathan Connell, Petra Kahn, Natasha Munshi, Megan Zweig

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 Vogetei

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Jennifer Blasko, Project Leader

Ken Taylor, Deputy Project Leader

Greg Barber, Renita Canady, James De Lorbe,
Lisa Gomes-Casseres, Greg Thacker

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President Lincoln's Cottage

Emil Skodon, Project Leader

Lu Zhang, Deputy Project Leader

Kristen Ashford, Robert Nelson, Kathy Ng, Laurie Paguio,
Ameeta Patel, Garry Tyrant, Barbara Tyrant, Craig Unterseher

Perry School Community Services Center

Kathryn Ellis, Project Leader

Andrew Pak, Deputy Project Leader

Mark Clark, Louise Conroy Prader, Ashley Leonard,
Prajna 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

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Cori Byrum, Dan Everton, Ed Gilliland, Matthew Keiser,
Amanda Norton, Jonathan Simon

Volunteers of America Chesapeake

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Diego Briceno, John Gatmaitan, Rob Gibson,
Morcel Hasson, Stephen Mack, Yonas Nebiyeloul-Kifle,
Shishir Viriyala

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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,
Sonya MacEachron, Andrew McIntire

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

Jule 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

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Akshay Birla, Vincent Freccia, Sophie Walker

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Bethany Blakey, Zach Koerber, George Stein

Parent Encouragement Program

Charlotte Haberaecker, Project Leader

Nabila Ahmed, Kathryn Hansen, Rania Suidan

The Reading Connection

Armando Munoz, Project Leader

Christina Kang, Beth Kuhnhein, Paige Maehara

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Gary Friend, Project Leader

Tiffany Brown, Nathanael Rosidi, Jane Yang

Senior Services of Alexandria

Sujoy Roy, Project Leader

Andrew Branum, Brittany Burgess, Jeff Le

Special Love

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Stepping Stones Shelter

Sophia Peters, Project Leader

Greer Ahlquist, Janani Hariharan Ramaswamy,
Rupali Sardesai

Stone Soup Films

Russell Davis, Project Leader

Amy Jones, Melinda Salaman, Jason Snyder

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Alexandria Seaport Foundation
Alzheimer's Association
American Red Cross
Anacostia Watershed Society
Annapolis Symphony Orchestra
Arc of Northern Virginia
Arena Stage
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The Barker Foundation
The Black Student Fund
Boys & Girls Clubs of Greater Washington
Brain Injury Services
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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 Silver Spring
Interfaith Works
Iona Senior Services
Ivymount 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
 (Formerly 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
 Winrock (Formerly Environmental Resources Trust)
 The Women's Collective
 Wonders Child Care
 Workforce Organizations for Regional Collaboration
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2011-12 PROJECT ADVISORS

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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.



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