**Compass’ mission is to inspire business professionals to engage with their local nonprofits to transform communities.**

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   VOLUNTEERS
   ON BOARD
   CLIENTS 2013-2018

Chicago Program 55
   PROJECTS
   DONORS
   VOLUNTEERS
   CLIENTS 2016-2018
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
- Pilotng 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  Suzanne Laporte
Board Chair  President
“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
Compass TOUCHES LIVES

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.

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

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

Sports-based leadership

Support for veterans

Advocacy for immigrants

Pro Bono Consulting
Financials

**EXPENSES**

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

**TOTAL:** $1,335,379

**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

**REVENUE HISTORY: 2012-2019**

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Financials

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**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 part of 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.

“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

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 ensure Compass can 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.
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

Ensemble Stages

GREATER WASHINGTON PROGRAM

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

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

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

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

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

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.

**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.

**ECHO**

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

**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.

**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.

**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.

**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.

**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.

**Synetic Theater**

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

**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.
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

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

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

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.

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.

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.

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.

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

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

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.

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.
**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.

**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.

**Congressional Chorus**

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

**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.

**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.

**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.

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**Governance**

**GREATER WASHINGTON BOARD OF DIRECTORS**

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<td>Chair</td>
<td>Capital One</td>
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<td>Steve Trowern</td>
<td>Vice Chair</td>
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<td>Laurie MacNamara</td>
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**ADVISORY BOARD**

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<td>Cathy Bernasek</td>
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*Notes current employer and MBA program, where applicable.*
**Special Thanks**

**CORPORATE SUPPORTERS**

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

- Arizona State University
- Arnold & Porter
- 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
- 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

**VOLUNTEERS FROM OUR CORPORATE PARTNERS**

We thank the following volunteers from our Corporate Partners:

- Accenture
- Advisory Board Company
- Arnold & Porter
- A.T. Kearney
- Blank Rome
- Booz Allen Hamilton
- Capital One
- CEB/Gartner
- EAB
- Glover Park Group
- Hogan Lovells
- IBM
- Kaiser Associates
- KippsDeSanto
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- PwC
- World Bank Group

**CORPORATE SUPPORTERS**

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<td>Margaret Mountjoy*</td>
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John Crain, Meredith Hobik, Paula Jacobs, Peter Jacobstein, Jeff Kass, Harry Knight, Burgess Levin, Tracey Moon, John Nielsen, Lynn O’Connell, Susan Park, Nowell Rush, Emil Skodon, Ari Zentner

SERVICE LINE TRAINERS

Akosua Baah-Dwomoh, Joan Barclay, John Crain, Paula Jacobs, Meredith Hobik, Harry Knight, Tracey Moon

IN KIND CONSULTING

Mami Breyer, Capital One, Sanjay Bhutiani, Glover Park Group

2019 COMPASS SUMMER INTERNS

AJ Maner, Ely Stein, Kristina Yarovsky

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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- Rachel Strong at Morgan, Lewis & Boonk
- Colin Jones and Shrut Shah at Booz Allen Hamilton
- Catherine Brown at EAB
- Hollee 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.

CATHY BERNASEK, FORMER COMPASS BOARD CHAIR AND PROJECT LEADER

"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."

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
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- 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

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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 grantees organizations, and some did both:

- The William S. Abell Foundation
- The District of Columbia
- The John R. Anderson Foundation
- The Morris and Gundlach
- The James and Alice B. Clark Foundation
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Holmes, Doyle Judge, Paul Parry, Rick Wells

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Child & Family Network Centers
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Zhi Bo Deng, Deputy Project Leader
Rick Abraham, Cameron Barnes, Pete Bezque, Alegria Guin, Cate Miller, Caroline Morris, Sarah Rand

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Zeinab Aboud, Deputy Project Leader
Linda Day, Michael Gorman, John Gould, Tiffani Moore, Austin Ness, Leanne Reinz, Matt Wheeler

Dance Place
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Ola Oladebo, Deputy Project Leader
Tracy Branning, Sarah Grace, Krystin Jones, Edward Nissom, Cooper Nelson, David Sringiano, Alex Voros

ECH0
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Bob Garrett, Martin Gings, Kristin Heck, Justin Jones, Ryan Malkes, Shrutti Ramaswamy, Ariana Simone

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Adam Dorko, Deputy Project Leader
Kaela Cowell, James Dalton, Mimi McCann, Deanne Titus, Esu Tseaye, Jeff Warta

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Enaka Ashu, Jeff Johnson, Timmy Liu, Sedale McCall

Abrahamson Scholarship
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Collin Engels, Mark Ophitman, Sophie Jorach, Shara Shah

The Actors’ Center
Kally Yee, Project Leader
Alex Khan, Tatsuk Markarian, Karon Mathur, Nick Perkins

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Mary Cooper, Linao Musti, Kenneth Nunnekkamp

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Folou Okunade, Project Leader
Jane Conny, Christine Hoxington, Farshid Jahed, Elaine Kennedy

Compass
Robert Shapi, Project Leader
Victoria Esler, Kathleen Hodge, Carl Cohen, Brendan Maggiore, Emily Storther

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Gall Reisman, Project Leader
Douglas Lim, Christine Riezka, Aaron Skonecki

The Family Place
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Victoria Esler, Kathleen Hodge, Mikiko Kitamura, Vinod Makam

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Live It Learn it
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John Cooper, Victoria Erik, Lydia Redway

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Alex Dudley, Roberta Hatchett, Terry Knapp, Michael Rogers

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“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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SPRING 2019
Abby Cherner, Amanda Miller, Amedee Provoust, Char Beales, Cathy Bernasek, Craig Schultz, Ken Taylor, John Oberdorfer, Lisa Wright, Meredith Hobik, Paula Jacobs, Ainsley MacLean, Malini Jadeja

“ 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

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

Service Line Distribution

<table>
<thead>
<tr>
<th>Strategic Alignement</th>
<th>Funding Strategy</th>
<th>Sustainability Analysis</th>
<th>Board Development</th>
<th>Strategic Marketing</th>
<th>Strategic Planning</th>
<th>Strategic Technology</th>
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“ 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
1st Stage
4615 Theatre Company
Adventure Theatre MTC
Anacostia Playhouse
Annapolis Symphony
Anna Stage
Art Enables
Arts and Humanities Council of Montgomery County
Atlas Performing Arts Center
Capital Fringe
Capitol Hill Arts Workshop
Clarice Smith Performing Arts Center
Class Acts Arts
Constellation Theatre Company
Corcoran Gallery of Art
Critical Exposure
CulturalDC
Culture Shock
Dana Tea Soul cruising Dance Company
Dance Exchange
Dance Institute of Washington
Dance Place
DC Jazz Festival
DC Theater Arts Collaborative
DC Wheel Productions
DC Youth Orchestra
DCTV
Encore Stage & Studio
The Fat and Greasy Citizens Brigade
Friends of the Library
Montgomery County
Friends of the National Zoo
GALA Hispanic Theatre
Girls on the Run of Northern Virginia
Happpendence Theater
HumansDC
Imagination Stage
Impact Silver Spring
Joe's Movement Emporium
Keegan Theatre
Levine School of Music
Lumino Studio Theatre
Maryland Hall for the Arts
Maryland Youth Ballet
MetroStage
Montgomery Community Television
Mosaic Theater Company of DC
National Building Museum
National Cherry Blossom Festival
National Conservatory for Dramatic Arts
National Trust for Historic Preservation
National Women's History Museum
Oaklands
PEN/Faulkner Foundation
Pinkie Swear Productions
Pointless Theatre
President Lincoln's Cottage
Project Create
Signature Theatre
Sitar Arts Center
Sixth & I
Squoozy Action Theater
Studio Theatre
Synetic Theatre
Theater J, Edlavich DC Jewish Community Center
Theatre Lab School of the Dramatic Arts
Theatre Prometheus
The Actors’ Center
The Metropolitan Center for the Visual Arts
The Washington Ballet
Theatre Washington
Theater Washington/Helen Hayes Awards
Washington Area Performing Arts Video Archive
Washington National Cathedral
Washington Performing Arts
Washington Stage Guild
We Happy Few Productions
The Welders
Words Beats & Life
Workhouse Arts Foundation

CHILDREN AND YOUTH
Alexandra Seaport Foundation
BEST Kids
Black Student Fund
Boys & Girls Clubs of Greater Washington
Campagna Center
Capital Partners for Education
CASEA for Children of DC
Chess Challenge in DC
City Gate
City Year Washington DC
College Success Foundation
CollegeTracks
Critical Exposure
DC Action for Children
DC Lawyers for Youth
DC Scores
DC Youth Orchestra
Dance Institute of Washington
Family and Youth Initiative
For the Love of Children
Girl Scout Council of the Nation's Capital
Girls Incorporated of the Washington DC Metropolitan Area
Girls on the Run – DC
Girls on the Run – Northern Virginia
Girls on the Run – Montgomery County
Girls Rock! DC
Higher Achievement
Homeless Children's Playtime Project
Horton's Kids
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's Resource Center
Public Allies
Reading Partners
Sasha Bruce Youthwork
Sitar Arts Center
St. Ann's Center for Children, Youth, and Families
Step Afrika!
Teams Run DC
U.S. Chess Center
Urban Alliance
Washington Inner City League
Foundation (WINNERS Lacrosse)
Wilderness Leadership & Learning
Wonders Child Care
YoKid...Stretch Your Limits
YWCA of Metropolitan Washington
YWCA of the National Capital Area

COMMUNITY DEVELOPMENT AND SUPPORT
501C3 TECH
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
Emower DC
FRESHFARM Markets
Far Chance
Impact Silver Spring
Jouid Foundation
Korean Community Service Center
Leadership Greater Washington
Latin汉子 Economic Development Center
Leadership Squadron
Life Asset
Pentagon Memorial Fund
Skyland Workforce Center
Stone Soup Films
Taproot Foundation DC
Tech Impact
Volunteer Fairfield
Washington Area Bicyclists Association
Washington Area Community Investment Fund
Washington Regional Association of Grantmakers
Work Place DC
Yachad
DIVERSITY 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
B2EDC
Alliance Francaise de Washington
Beacon House
Black Student Fund
Bridges Public Charter School
Bright Beginnings
Brya Public Charter School
Byte Back
BUILD Metro DC
Capital Area Asset Builders (CAAB)
Capital Partners for Education
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
Emower DC
FRESHFARM Markets
Far Chance
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Korean Community Service Center
Leadership Greater Washington
Latin汉子 Economic Development Center
Leadership Squadron
Life Asset
Pentagon Memorial Fund
Skyland Workforce Center
Stone Soup Films
Taproot Foundation DC
Tech Impact
Volunteer Fairfield
Washington Area Bicyclists Association
Washington Area Community Investment Fund
Washington Regional Association of Grantmakers
Work Place DC

ENVIRONMENT
Acroback Foundation
Alice Ferguson Foundation
Anacostia Watershed Society
Audubon Naturalist Society
Bethesda Green
Coalition for Smarter Growth
C&O Canal Trust
Earth & Community 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
Bridesplate
Caregiver Action Network
Child Center
Child & Family Services
Child & Family Network Centers
DC Diaper Bank
For Love of Children (FLOC)
Georgia Avenue Family Support
Gentle Shepherd
Housing and Family Services
Healthy Babies Project
Kidsawe International
Latin American Youth Center
Northern Virginia Family Service
Parent Encouragement Program
St. Ann’s Center for Children, Youth, and Families
Step Child Abuse Now
Total Family Care Coalition
Vehicle Change
Voices for a Second Chance

HEALTHCARE
Alzheimer’s Association
Aspire Washington
Brain Injury Services
CDC Foundation
Children’s National Medical Center
Community Education Group
Community Health Center of Rockville
Georgia Avenue Family Support
Gentle Shepherd
William Community Health Center
Green Door
HealthFaiths Project
Home Care Partners
Impact Memory Care
Mary’s Center for Maternal and Child Care
Metro Health Association of Montgomery County
National Multiple Sclerosis Society
Northern Virginia Area Health Education Center
Northern Virginia Family Service
NOVA ScriptsCentral
Pregnancy Aid Centers
Prisma Health
Reading Connection
Readers for Literacy
River School
Round Table
Scholarly Center
Schipper Foundation of Alexandria
See Forever Foundation/Maya Angelou
Senior Corps
Teaching for Change
Turning the Page
Two Rivers and Children School
Washington English Center
Washington Educational Center
Washington School for Girls
Washington Yu Ying Public Charter School
Wonders of Learning
Words Beats & Life
VirginiaFIRST
YouthBuild Public Charter School

EMERGENCY RELIEF
Arlington Three
Alexandra Red Cross
American Red Cross – DC

ENVIRONMENT
Acroback Foundation
Alice Ferguson Foundation
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Audubon Naturalist Society
Bethesda Green
Coalition for Smarter Growth
C&O Canal Trust
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C&O Canal Trust
Earth & Community Corps
Friends of the National Arboretum
Green America
Living Classrooms
University of Maryland Center for Environmental Studies
GREATER PHILADELPHIA PROGRAM

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
Homesretch
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
Southeast Ministry
Stepstone Shelter
Street Sense

Thrive DC
United Community Ministries
UPD
Washington Area Community Investment Fund
Washington Legal Clinic for the Homeless
Westley 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

SCHOLAR SERVICES
Emmanuel Schools 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
Alexandra Seagoard 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 (FLDC)

SOME
Samaritan Inn
Samaritan Inns
Somon
SOS
St. Ann’s Center for Children, Youth, and Families
Stepone Stones Shelter
Step Child Abuse Now
STRIKE DC
Total Family Care Coalition
Urban Alliance
Vehicle 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

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
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Total Family Care Coalition
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Volunteers of America – Chesapeake
Washington English Center
Wendt Center for Loss & Healing
YMCA of Metropolitan Washington

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

June 5, 2019

20

20

63%
After School Activities Partnerships (ASAP)

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

STRATEGIC MARKETING

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

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

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

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.

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.
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

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

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

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

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

FUNDING STRATEGY

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 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.

GREATER PHILADELPHIA BOARD OF DIRECTORS

Dean Miller, Chair
Philadelphia Alliance for Capital & Technologies
The Wharton School

Robert Levin, Treasurer
CIS Ventures, LLC
Harvard Business School

John Collins, National Board Chair
Capital One

Jack Crowley
Ventec Life Systems

Ed DeLussey
Accenture

LeRoy Jones
GSI Health
The Wharton School

Suzanne Laporte
Compass (President)
Harvard Business School

Brent Martin
Hersha Hospitality Trust
Harvard Business School

Judit Nagy-Eichelberger
Baker Tilly
The Fuqua School of Business

Mathew Rotenberg
Blank Rome

Eileen Ruby
Columbia Business School

Richard Sternhell
Columbia Business School

Elizabeth Tabas
Reed Smith

Ian Waxman
AmeriHealth Caritas

Stephen A. Zipf, Jr.
Hampton-Haddon Marketing Corp.
Harvard Business School

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.
Special Thanks

We are thankful for financial contributions from the following companies:

- AmerisourceBergen
- Philadelphia Eagles

Volunteers from our Corporate Partners

We thank the following volunteers from our Corporate Partners:

- Accenture
  - Awele Ajuto
  - Brandon Barthelmeh
  - Jade Jackson
  - Chris Lotto
  - Hallie Morgan-Rodriguez
  - Adam Payonk
  - Alexis Segel
  - Basha Webster
- Baker Tilly
  - Sara Marcq
- Blank Rome
  - Ashley Catalano-Leckerman
  - Molly Crane
  - Casey Klein
  - Rachel Packer
  - Mathew Rotenberg
  - Adam Sansweet
  - Josh Strober
  - Jillian Zevelensky
- Booz Allen Hamilton
  - Ashley Tomisek
- Comcast
  - Cassy Best
  - Lexie Carroll
  - Carlos Couto
  - Sima Golnabi
  - Caroline Goodbody
  - Eric Heisler
  - Catherine Honohan
  - Otela Hudson
  - Neshema Keetin
  - Nick Kotcherkov
  - Melissa Lapp
  - Micaela Larson
  - Katie Law
- Goldman Sachs
  - Matthew Schaefer
  - The Haverford Trust Company
  - Allie Wilk
- J.P. Morgan
  - Meredith Aronson
  - Addy Cleverly
  - Bruno Levine
  - Kirstin Russell
- Mercer
  - Matt Cuddy
  - Peter Sowa
  - Tyler Torres
- Navigate
  - Joe Abesh
  - Rich Ekelman
  - Mike Podgorn
  - Tony Ruggieri
- NewSpring Capital
  - Mitchell Sussman
- PwC
  - Amanda Giordano
  - Tim Green
  - Jeff Koonig
  - Drew Miller
  - Ronak Patel
  - Kathleen Quinn
  - SEI
  - Jim Jencarelli
  - Robb Muse
  - Slalom
  - Kelsey Bailey
  - Anisha Balaji
  - Pete Goodman
  - Priya Levering
  - Wendy Zhang
  - Turnaround Management Association
  - J.W. Clements
  - Michael Goodman
  - Kate Heizzenrater
  - Mathew Rotenberg
  - Elizabeth Tabas
  - UGI Corporation
  - Samantha Ramsey
  - ZS Associates
  - Jake Elich
  - Ana Ghoosh
  - Paul Hashemi
  - Mahaal Singh
  - Orlando Torres
  - Jess Tubbs
  - Wendy Wei

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
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 sector.

In 2018-2019, Compass volunteers provided the market equivalent of $2,484,800 in strategic consulting, free of charge to 20 Greater Philadelphia nonprofits possible made our work with 18 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.
Volunteers

GREATER PHILADELPHIA CLASSIC PROJECTS

**African-American Chamber of Commerce**
Lawana Dumas, Project Leader
Samantha Udoti, Deputy Project Leader
Paul Bennett, Deneene Brockington, Tim Green, Jade Jackson, Neshemah Keatin, Nate Morman, Wes Payne

**Arts-Reach**
Lloyd Wirthoba, Project Leader
Azam Mukhtar, Deputy Project Leader
Ashley Catalano-Leckerman, Rich Ekelman, Halle Morgan-Rodriguez, Sky Ostdhout, Jose Vega, Wendy Wei

**After School Activities Partnerships**
Brian Lauzon, Project Leader
Melissa Lapp, Deputy Project Leader
Molly Crane, Ana Gosh, Michael Goodman, Lisa Loughney, Bob Martin, Julie Orts, Matthew Schafer

**Campus Philly**
Gary Beckot, Project Leader
Liz Tabac, Deputy Project Leader
Monique Curry-Mims, Katie Denk, Scott Gorman, Chris Lotto, Paul Trueau, Steve Waskalavitch

**Commonwealth Youthchoirs**
David Othmer, Project Leader
Nick Kotchekou, Deputy Project Leader
Jake Elch, Katie Law, Priya Levering, Rachel LeWitt, Matt Rosenberg, 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 Rimocho, 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
Alex D’Onofrio, Deputy Project Leader
Lena 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**
Ann Randik Andres, Project Leader
Ari Borhakur, Deputy Project Leader
J.W. Clements, Rachel Packer, Kathleen Quin, Katie Shadrer, Mitchell Sussman, Ansel Thompson, Christine Wilmerding

**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 Gafot, Barbara Krauer, Katy Lichtenstein, Mike Padgeon

**Our Class**
David Dahle, Project Leader
Kelsey Bailey, Ina Sargen, Rena Tal

**Peter’s Place**
Paul Hashemi, Project Leader
Meredith Aronson, Brandon Barthelmeh, Addy Cleverley, Robb Muse

**Philadelphia Auto & Parole Reentry**
Meredith Aronson, Brandon Barthelmeh, Addy Cleverley, Robb Muse

**Senior Adult Activities Center of Montgomery County (Monico SAAAC)**
Jim Clayton, Project Leader
Lesie Carroll, Deputy Project Leader
Adam Gentzil, Jim Jencareli, Sara Marco, Wendy Nye Manley, Sam Ramsey, Alie Wike, Suzanne Wolfson

**GREATER PHILADELPHIA MICRO PROJECTS**

**Happenworks**
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
Ariel Ayuso, Carlos Cueto, 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 King, Anthony Lactacena, Larry Shanok, Drew Stahl

**Senior Citizens Activities Center of Montgomery County**

**Greater Philadelphia Classic Projects**

**Special Recognition**

**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**

**2018-19 Annual Report**

**Cooperating Members**
Yale School of Management
The Wharton School at the University of Pennsylvania
University of Virginia Darden School of Business
University of Texas McCombs School of Business
University of Chicago Booth School of Business
UNC Kenan-Flagler Business School
Tuck School of Business at Dartmouth
Stanford Graduate School of Business
MIT Sloan School of Management
Northwestern Kellogg School of Management
NYU Stern School of Business
University of Chicago Booth School of Business
Tuck School of Business at Dartmouth
UNC Kenan-Flagger Business School
University of Chicago Booth School of Business
University of Virginia Darden School of Business
The Wharton School at the University of Pennsylvania
Yale School of Management

**GREATER PHILADELPHIA**

**CLIENT SELECTION COMMITTEE**
Anne Andres, Jim Clayton, Lawana Dumas, Rob Kuehl, Lisa Loughney, Brent Martin, Barbara Mihato, Michele Molano, Robb Muse, Julie Orts, David Othmer, Julie Pare, Nick RickCass, Jay Rose, Ansel Thompson

**PROJECT ADVISORS**
Doug Brom, Rob Levin, Brent Martin, Barbara Mihato, Michele Molano, Judith Nagy-Eichelberger, Jay Rose, Rich Stemhell, Steve Zipf

**SERVICE LINE TRAINERS**
Rob Levin, Lisa Loughney, Barbara Mihato, Jay Rose

**PROJECT LEADER INTERVIEW COMMITTEE**
Jim Clayton, Jack Crowley, Lawana Dumas, Rob Levin, Barbara Mihato, Jay Rose, Rich Stemhell, 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
Texas McCombs School of Business
University of Virginia Darden School of Business
The Wharton School at the University of Pennsylvania
Yale School of Management

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

**Service Line Distribution**

- **Classic Service Line**
- **Micro Service Line**
- **Total Service Line**

- **Board Development**
- **Funding Strategy**
- **Strategic Alignment**
- **Strategic Marketing**

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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, Jonathon Martha, Barbara Mihatov, Michele Molano, Jaime Pludo, Laurie Rosard, Jay Rose, Joy Sardinsky, Liz Waxman, Carly Weiss

ACHIEVability
After School Activities Partnerships (ASAP)
American Red Cross – Philadelphia
ArtWit
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
LCF 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 (PHEND)
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

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

**On Board**

**Clients 2013-2018**

**CHICAGO PROGRAM**

June 14, 2019
Natalie Teissier, Executive Director
Compass Chicago
1716 N. Winchester Avenue
Chicago, IL 60625

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 body.

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 are and where we are perceived. This allowed them to come to their recommendation:

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

---

**NUMBER OF VOLUNTEERS**

98

**NUMBER OF VOLUNTEER HOURS**

11,193

**NUMBER OF NONPROFIT CLIENTS**

11

**PERCENTAGE OF VOLUNTEERS WITH ADVANCED DEGREE**

73%
“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

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

BOARD DEVELOPMENT

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.

STRAEGIC 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

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.

STRAEGIC PARTNERSHIPS AND COLLABORATIONS
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

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

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

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
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.

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

“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

America SCORES

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

Strategic Alignment
Special Thanks

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

- PwC
- Accenture
- Boston Consulting Group
- DLA Piper
- Deloitte
- Jones Day
- Oliver Wyman
- Point B Consulting
- William Blair
- ZS Associates

We also appreciate volunteer recruiting support from the following:

- A.T. Kearney
- DLA Piper
- Bennett Day School
- A.T. Kearney
- Boston Consulting Group
- PwC
- Accenture
- Deloitte
- Boston Consulting Group
- Deloitte
- Accenture
- Corporate Partners:
  - ZS Associates
  - William Blair
  - PwC
  - Accenture
  - Boston Consulting Group
  - Deloitte
  - Accenture

VOLUNTEERS FROM OUR CORPORATE PARTNERS
We thank the following volunteers from our Corporate Partners:

- A.T. Kearney
  - Oliver Wyman
  - Andrew Sullivan
  - Franck Frérot
  - Chris Gradone
  - Point B Consulting
  - Reva Bhatia
  - Sean Bristow
  - John DeBlasio
  - Arsal Khanani
  - Eric Warner
  - PwC
  - Akshat Khajuria
  - Saville Studley
  - Adam Southard
  - Loredana Perri
  - Katten Muchin Rosenman
  - Sidley Austin
  - Mara Aliota
  - Jim Byer
  - Elliott Bromagen
  - Teresa Napoli
  - John Prinzivali
  - Gene Schoon
  - Mayer Brown
  - 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.

BENEFICIARIES
- $10,000 and above
  - Stewart Frankel and Rita Mirman
  - Howard and Rachel Katz
  - Julie and Andy Maner
- PATRONS
  - $5,000-$9,999
  - Matthew and Shelia Burnham
  - Frank Clark
  - John DeBlasio
  - Jean and Chapter Felger
  - Michael and Amanda Humenskys
  - M. J. and Heather Locke
  - Carol Rubin and Steven Kaplan
  - Alberto and Regina Rucuo
- LEADERSHIP CIRCLE
  - $2,500-$4,999
  - Chesapeake Contracting Group
  - Karianne and Joe Gomez
  - Robin and Austen Goldsbee
  - Joe Learner
  - Kitty and David Rothschild
  - Natalie Tessier and Richard Ginsberg
- DIRECTOR’S CIRCLE
  - $1,000-$2,499
  - Stephanie Barger*
  - Lisa Belcher
  - Joe Gomez
  - Lee Anna Henry
  - John DeBlasio
  - Frank Clark
  - Jennifer Lock
  - Susan Weiss
  - Ben Wineman
  - Sylvia Winters
- SUPPORTERS
  - $500-$999
  - Duane and Susan Burnham
  - William Eason
  - Henry Gault, M.D.
  - Douglas Kofoid & Marie Ganeuleas
  - Jeff McAlister
  - Elaine Song
  - Barbara & Jeffery Vender
  - $250-$499
  - Alexander Biehl*
  - James Bieley*
  - Debbie Chizewer
  - Armita and Ryan Curtis
  - Linda Goldsbee
  - Peter and Stacy Lindau
  - Steven Miller
  - Michelle Monieson*
  - Nahal Sangal*
  - Beth Vogel*
  - Babs Waldman
  - Harris Winters

Donors
- $100-$249
  - Jay Abraham*
  - Stephen and Elizabeth Ballis
  - Rose Blackmond
  - Carolyn Brown*
  - Christina Chatalas*
  - Julie Choate*
  - Carl Cohen
  - Gary Dunlavy
  - Kristin Friske*
  - Daniel Gaynor*
  - Marc Goldberg
  - Nicole Grabianowski*
  - Richard Grady*
  - Michael Hannon*
  - Stephen Healy*
  - Richard & Eve Katz
  - Kapil Kumar
  - Suzanne Laporte
  - Jonathan Levine*
  - Chris Mayerfeld*
  - Nicole Moret
  - Sadiq Parwane*
  - Eugene Schoon*
  - Jeannette Scott*
  - Shawn Shah*
  - Adam Southard*
  - Landon Spitalnik*
  - Aurin Soure
  - James Stucker
  - Jean Tsa*
  - Dana Winters
  - Jason Vondrachek
  - Eric Warner
  - David Weinstein
  - Susan Weiss*
  - Ben Wineman
  - Sylvia Winters

To Up to $100
- Mark Achler
- Amynah Ali*
- Sandra Altamano-Downing*
- Kannan Anumugam*
- Brian Bauer
- Christine Beattie*
- Tyler Belyea*
- Sean Bristow*
- Kapil Chaudhary
- Lisa Chow
- Eddie Cicineros*
- Barbara Coburn
- Patrick Corrigan*
- Colleen Currus*
- Affreda Delle*
- Paul Dufy*
- Ryan Edersfeld
- Cynthia Garde*
- Bradley Graham

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- Ryan Edersfeld
- Cynthia Garde*
- Bradley Graham
Donors (cont.)

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 Chota*

PwC
Jeff McAleer*
Ranul Sangai*

Takeda
Dana Vielmetti*

*denotes 2018-19 volunteer

Service Line Distribution

Volunteers

CHICAGO PROJECTS

Academy for Urban School Leadership
Mandi Goldberg, Project Leader

Alysia Portee, Deputy Project Leader
Lisa Belcher, Jim Biery, Kristyn Friske, Sarah Green
Beth Linn, Michelle Monieson, Shannon Taylor, Samantha Zeluck

America SCORES Chicago
Dan Gaynor, Project Leader
Naira Ahmad, Deputy Project Leader
Sean Bristow, Nicole Grebianowski, Ulric Huang, Melissa Lapica
Mark Lawry, Laura McKenzie

Chicago Fire Foundation
Andrew Sullivan, Project Leader
Beth Vogel, Deputy Project Leader
Alex Bachi, Pat Corman, Ming Lee, Jonathan Levine, Lynh Nguyen, Shuhani Patel, Rene Poellinetz, Jeff Sprau

Chicago Women’s Health Center
Cynthia Garde, Project Leader
Raulston Bogan, Deputy Project Leader
Julie Chota, Alok 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 Cineros, Amy Gibson, Joseph Hawkins, Akshat Khajuria, Ruth Sotak, Ty Spruiell

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

Donors (cont.)

Clayton Graham*
Sarah Green*
Maxine and Ronald Grumet
Joseph Hawkins*
Ethan Hobel*
Ulric Huang*
Kelly Huerta*
Jocelyn Kalnin*
Pauline Katz
Andrew Klemm
James Kunic*
Matthew Kunkel
Melissa Lapica*
Karen Lennon
Termitope Ligali*
Justin Massa
Virginia McGannery*
Lauren McHugh*
Laura McKenzie*
Robert Medsker
Kelly Messner
Toy Mitchell*
Amy Mosen*
Molly Mott
Suzanne Muchin
Emily Murphy*
Teresa Napoli*
Christen Ng
Linh Nguyen*
Shuhani Patel*
Bob Pearl
Loredana Perri*
Cynthia Plouché*
René Poellinetz*
Robert Pooler
Alysia Portee*
John Prinzivalli*
Priyank Purohit*
Kurt Ramirez
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Tejasra Spruiell*
Rohit Srivastava*
Barbara and Ronald Stewart
Eva Stojcheska*
Brendan Sullivan*
Kristina Sullivan*
Jennessa Tabba*
Shannon Taylor*
Giancarlo Turano II
Julie Walther
Ira Weiss
Michael Weissman*
Keesen Wider
Liz Winiarski*
Samantha Zeluck*

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PwC
Jeff McAleer*
Ranul Sangai*

Takeda
Dana Vielmetti*

*denotes 2018-19 volunteer

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

Facing Forward
Cynthia Plouché, Project Leader
Carolyn Brown, Deputy Project Leader
Alia Ahmed, Erika Arnold, Stephanie Baroff, Freda Delie, Ben Galka, Erin Shoncopi, Susan Weiss

Gary Comer Youth Center
Jay Abraham, Project Leader
Eva Stojcheska, Deputy Project Leader
Rose Bronstein, Adhiraj Mathur, Ginny McGannery, Lauren McHugh, Jeanette Scott, Jennessa Tabba, Michael Weissman

HANA Center
Amy Mosen, Project Leader
Charity Fort, Deputy Project Leader
Hao Ning, Deputy Project Leader
Amyhali, Sandra Aftamer-Dowming, Elliot Bromagen, Chris Creyts, Paul Duffy, Anar Khanani, Toy Mitchell

SAGA Innovations
Landon Spitalnik, Project Leader
Shivem Shah, Deputy Project Leader
Mara Aciote, Rosa Bhadra, Clay Graham, Steve Healy, Tope Ligali, Emily Murphy, Rohit Srivastava

Victory Gardens Theater
Christine Beattie, Project Leader
Chris Mayerfeld, Deputy Project Leader
Kannan Anumagam, Oge Ezokoli, Leo Mindyk, Teresa Napoli, Suzanna Nowitska, Adam Southard

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

ALYSSIA PORTE, DEPUTY PROJECT LEADER
“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