Letter from the President and Board Chair

ON THE COVER

Rock to the Future
Rock to the Future provides music education for Philadelphia’s youth from underserved neighborhoods and under-resourced schools at no cost.

FUNDING STRATEGY

<table>
<thead>
<tr>
<th>Compass’ mission</th>
<th>IS TO INSPIRE BUSINESS PROFESSIONALS TO ENGAGE WITH THEIR LOCAL NONPROFITS TO TRANSFORM COMMUNITIES.</th>
</tr>
</thead>
</table>

Letter from the President and Board Chair

1. Letter from the President and Board Chair
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   2.1 COVID-19 Response
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   2.3 Sorokin Center
3. Greater Washington
   3.1 Consulting Projects & On Board
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   3.3 Volunteers
   3.4 Clients 2019-19
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   4.1 Consulting Projects & On Board
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   4.3 Volunteers
   4.4 Clients 2019-19
5. Chicago
   5.1 Consulting Projects
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   5.3 Volunteers
   5.4 Clients 2019-19
6. Compass Staff

A YEAR OF CHANGE

In an unprecedented moment, and with no idea of what the future held, nonprofit leaders never wavered. Across the sector, leaders responded to the impact of COVID-19. Some experienced increased demand for services, while others saw decreased demand for services. Many worried about uncertain funding, plans cancelled, remote staff, and virtual program delivery.

Everyone worked harder so children could access after-school activities, mentors could mentor, and counselors could counsel. Some nonprofits considered their sustainability and began discussions around mergers and partnerships. We’re pleased to report that Compass has been at the center of all this activity, supporting nonprofits in these uncertain times.

In March, we responded immediately to the pandemic. With both Classic and Micro Projects underway, we were looking ahead to the next project year. However, when the world changed, so did we. Our long-time program of deadlines and timelines went out the window as we launched On Demand programs that attracted dozens of volunteers to meet nonprofits’ immediate needs. We also identified and matched Thought Partners to support nonprofit leaders. From March through June, we provided On Demand projects to 82 nonprofits, and matched 32 Thought Partners. At the same time, and through the Sorokin Center at Compass, we created Compass Connect conversations that drew 199 EDs and Board Chairs for timely topics such as “Crisis Communications” and “Nonprofit Restructurings.” We also encouraged Executive Directors to support each other. When Black Lives Matter became a force for change in the spring, the Sorokin Center brought nonprofit leaders together to consider their role in the moment.

The last few months gave us a chance to challenge the way we have always worked. We’ll be going back to many former practices, but will also bring new practices forward. During the spring, through the nonprofits that support them, Compass helped children, the homeless, the elderly, neighborhoods, communities, and so many more.

And now we’d like to say thank you. Thank you to the nonprofits providing backbone services to our communities. Thank you to the business professionals who not only stuck with their Compass projects, but worked harder. Thank you to the professionals who volunteered to help when their own lives were turned upside down.

And thank you especially to our generous supporters – the individuals, foundations and companies listed in this report – that made Compass’ work possible through their financial gifts. We can’t do what we do without the support of those who know us best. We hope you’ll take a minute to look through this year’s Annual Report to see photos of the nonprofits that your gift supported, as well as the lists of our donors, funders and of course, hundreds of volunteers. In total, 751 professionals volunteered with Compass in 2019-20.

With best wishes and much gratitude,

Suzanne Laporte  John Collins
President  Board Chair

We’re proud to count Compass as one of the organizations that not only adapted, but got out ahead as the world around us changed. As we consider the activities that will forever define Compass’ 2019-20 project year, we celebrate all those people who joined us to make a difference in Greater Washington, Greater Philadelphia, and Chicago.

It turns out that people were prepared to do a lot over the past few months. Compass gave them a way to help. We will continue supporting the nonprofit sector no matter what curveball comes our way, and we will innovate as nonprofit needs change. So stay tuned. There’s much more to come.

With best wishes and much gratitude,

Suzanne Laporte  John Collins
President  Board Chair

2019-20 Annual Report • 1
District Alliance for Safe Housing
DASH provides access to safe housing and services for survivors of domestic and sexual violence and their families.

BOARD DEVELOPMENT

FY20 Program Growth

- Classic Projects
- Micro Projects
- On Demand
- Summit Attendees
- Compass Connect Attendees

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<tr>
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<tr>
<td>Sorkin Center</td>
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</table>
COVID-19 Response

When COVID-19 hit in early 2020, Compass quickly responded to the changing needs of nonprofits. We developed and rolled out new services and programs to connect nonprofit leaders with each other. We also provided new ways for business professionals to support nonprofits that were reacting to the immediate challenges related to the pandemic.

These services have extended beyond the immediate needs and will remain important Compass offerings:

- **Compass Connect.** Hosted by The Sorkin Center at Compass, these are virtual gatherings of nonprofit leaders coming together to support each other – to share ideas, concerns, best practices and community. Our virtual sessions reach beyond geographies and are structured as conversations – not impersonal sessions. We include time for breakout sessions, which give the opportunity for close collaboration and dialogue. Since we began in late March, we’ve had seven sessions with over 300 attendees.

- **On Demand Consulting.** These consulting projects address a single issue at a time with projects lasting two to eight weeks. Compass connects nonprofits with just the right professional who has the expertise to quickly understand and address an immediate challenge with tailored recommendations.

- **Thought Partners.** Compass connects seasoned business professionals with nonprofit leaders facing decisions regarding programs, finances, strategy and more. In a confidential setting, Thought Partners provide a trusted ear for scenario planning, course corrections, or just being a sounding board.

“With life's many challenges, and COVID offering more complications, my time with Compass offers a real opportunity to make an impact.”

JOE FRICKER, DONOR AND VOLUNTEER

Financials

<table>
<thead>
<tr>
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<th>2019-20 Annual Report</th>
</tr>
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</table>

REVENUE

- **Individuals**
  - 20.6% | $568,823

- **Foundations**
  - 66.1% | $1,827,000

- **Corporations**
  - 13.2% | $364,863

- **Other**
  - 0.1% | $3,536

**TOTAL:** $2,764,212

EXPENSES

- **Program**
  - 75.7% | $1,164,588

- **Management and General**
  - 12.3% | $188,671

- **Development**
  - 12.0% | $184,496

**TOTAL:** $1,537,755

REVENUE HISTORY: 2013-2020

Note: 2019-20 Revenue includes a multi-year grant that is recognized in its entirety this year.
COM简单版：

Compass established the Sorkin Center for Nonprofit Governance in 2017 with grants from CEB and Gartner. The Sorkin Center was created in honor of the late Jerry Sorkin, a former executive at CEB, to carry on his passion for nonprofit work and board service, and to extend his mentorship to a future generation of leaders.

The Sorkin Center supports nonprofit boards and leaders through services that include:

• Matching business professionals to nonprofits seeking to diversify their boards
• Providing board trainings for nonprofit board members, Executive Directors, and individuals considering board service
• Facilitating board retreats
• Delivering strategic planning consulting services
• Convening nonprofit leaders to address current challenges

ANNUAL SORKIN SUMMIT

The third annual Sorkin Summit was held virtually this year in May due to the COVID-19 pandemic. The Summit offered trainings on Nonprofit Governance and the Board’s Role in Fundraising. Over 200 board members and Executive Directors attended the trainings from Greater Washington, Greater Philadelphia and Chicago.

We would like to thank the following speakers and panelists who shared their knowledge and experience during the Sorkin Summit:

Darryl Bundridge and Arlin Green, City Year Philadelphia
Kevin Hinton and Beth Harrison, Beacon House
Jamila Larson and Char Beales, Homeless Children’s Playtime Project
Christopher Morgan and Adam Weers, Dance Place
Lucretta Risoleo, American University

COMPASS CONNECT CONVERSATIONS

In response to the COVID-19 pandemic and the protests against systemic racism, the Sorkin Center quickly pivoted to provide virtual support for nonprofit leaders across all three Compass Cities. Compass Connect Conversations brought together nonprofit Executive Directors to support each other – to share ideas, concerns, best practices and community. Topics included The State of Philanthropy, Communications During a Crisis, Managing Staff in a Virtual World, Nonprofit Partnerships and Mergers, and Understanding Anti-Racism. Over 300 people attended these events through June 2020.

We would like to thank the speakers and panelists who led and participated in Compass Connect conversations:

Henry Berman, Exponent Philanthropy
Dominique Bernardo, Variety – the Children’s Charity of the Delaware Valley
Michelle Edwards, Live It Learn It
Kerry-Ann Hamilton, KAH Consulting
Michael Hynes, The Pew Charitable Trusts
Michelle Molitor, The Equity Lab
Nadya Shmavonian, Nonprofit Repositioning Fund and SeaChange Capital Partners
Michelle Tafel, City Year Washington, D.C.

SORKIN CENTER ADVISORY COUNCIL

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

SORKIN CENTER DONORS

Katherine and David Bradley
Firoz Dattu
Michael Griffin
Alisha Griffey
Charles Knuth
Joyce Liu
Haniel and Anita Lynn
Margaret Minneman
Tom Monahan and Sharon Marcil
William Okun
John Roberts
Kelly Turner
Mary and Jeff Zients

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GREATER WASHINGTON}

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I greatly appreciate Compass’ proven track record at delivering high quality projects and talented teams of people. As a repeat client, I believe fully in their ability to strategically help my organization through some of its toughest challenges.”

Carpenter’s Shelter
Carpenter’s Shelter helps the homeless achieve sustainable independence through shelter, guidance, education, and advocacy.

DC SCORES
DC SCORES creates neighborhood teams that give kids in need the confidence and skills to succeed on the playing field, in the classroom, and in life.

Anacostia Watershed Society
AWS advocates for the protection and restoration of the Anacostia River and its watershed communities through environmental education, stewardship, and community engagement.

Carpenter’s Shelter

Campagna Center
The Campagna Center’s mission is to deliver exceptional educational and social development programs for children, teens, and adults residing in the City of Alexandria.

SUSTAINABILITY ANALYSIS

Kalanidhi Dance
Kalanidhi Dance is committed to the preservation, promotion, and education of Kuchipudi, a classical South Indian dance style.

BOARD DEVELOPMENT

STRATEGIC ALIGNMENT

FUNDING STRATEGY

STRATEGIC TECHNOLOGY

GREATER WASHINGTON

GREATER WASHINGTON
The Compass team was caring, giving, thoughtful and truly concerned with the success of the organization. We are truly grateful for the dedication and focus of each team member.”

**ATLAS PERFORMING ARTS CENTER**

---

**Hope for Henry**

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

**STRATEGIC ALIGNMENT**

---

**Atlas Performing Arts Center**

Atlas provides a shared space that inspires exceptional performances, events, and initiatives that enlighten, entertain, and reflect the best of the arts and our humanity.

**STRATEGIC ALIGNMENT**

---

**Literacy Council of Montgomery County**

The Literacy Council helps under-skilled and under-credentialed adults gain academic and vocational skills to move out of generational poverty.

**FUNDING STRATEGY**

---

**Genesys Works**

Genesys Works provides pathways to career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships.

**FUNDING STRATEGY**

---

**Chamber Dance Project**

Chamber Dance Project is a company of professional artists dedicated to redefining and expanding access to contemporary ballet.

**FUNDING STRATEGY**

---

**President Lincoln’s Cottage at the Soldiers’ Home**

President Lincoln’s Cottage is a historic site and museum that offers guided tours, exhibits, and programs that help to reveal the true Lincoln and continue the fight for freedom.

**STRATEGIC MARKETING**

---

**Young Artists of America at Strathmore**

Young Artists of America is an educational organization offering world-class training to gifted and committed young performing artists.

**STRATEGIC ALIGNMENT**

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**STRATEGIC ALIGNMENT**
Washington Bach Consort
Washington Bach Consort is a professional choral and orchestral ensemble with a mission to share the joy of Bach's music through performances, education and community outreach.

STRATEGIC ALIGNMENT

Operation Gratitude
Operation Gratitude forges strong bonds between Americans and their military and first responder heroes through volunteer service projects.

BOARD DEVELOPMENT

4615 Theatre Company
4615 is committed to reinvigorating classic pieces as well as staging provocative contemporary plays.

INCUBATOR

One World Education
One World teaches middle and high school students in primarily high-poverty areas to become skilled writers and effective public speakers.

STRATEGIC ALIGNMENT

Mid-Atlantic Equity Consortium
MAEC promotes excellence and equity in education to achieve social justice, and is dedicated to increasing access to a high quality education for diverse learners.

STRATEGIC ALIGNMENT

After-School All-Stars
After-School All-Stars provides comprehensive after-school programs that keep children safe and help them succeed in school and life.

STRATEGIC ALIGNMENT
PEN/Faulkner Foundation
PEN/Faulkner celebrates literature and fosters connections between readers and writers to enrich and inspire both individuals and communities.
BOARD DEVELOPMENT

McLean Project for the Arts
MFA exhibits the work of emerging and established artists; promotes awareness of the concepts of contemporary art; and offers instruction and education in the visual arts.
STRATEGIC ALIGNMENT

Yachad
Yachad brings communities together by preserving affordable homes and revitalizing neighborhoods.
STRATEGIC TECHNOLOGY

People. Animals. Love
PAL uses the human-animal bond to brighten the lives of the lonely, ease the pain of the sick, and enrich the world of at-risk children.
STRATEGIC TECHNOLOGY

Rorschach Theatre
Through uncommon uses of environment and passionate performances, Rorschach Theatre seeks to lure its audiences beyond the limits of ordinary theatrical experience.
STRATEGIC TECHNOLOGY

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STRATEGIC ALIGNMENT

Washington Improv Theater
WIT engages the public with performances and classes that exhilarate and inspire.
STRATEGIC MARKETING
Our experience with Compass was fantastic. We were matched with passionate, dedicated, and enthusiastic volunteers who dug deep into our organization, asked great questions, and delivered guidance that will be incorporated into our organization immediately.”

KID POWER

National Child Research Center
NCRC provides a preschool education in an environment that nurtures the whole child, fosters partnerships with families and is committed to the inclusion of children with special needs.

STRATEGIC PLANNING

Platform of Hope
Platform of Hope helps low-income families define and pursue success by providing them a support platform of coordinated resources.

SUSTAINABILITY ANALYSIS

Mamatoto Village
Mamatoto Village is devoted to creating career pathways for Women of Color in the field of public health and human services, and providing perinatal support services.

STRATEGIC TECHNOLOGY

Spooky Action Theater
Spooky Action Theater is a dynamic, young theater company that has been recharging the audience’s imaginative, intuitive, and emotional core by linking artists and audiences.

STRATEGIC TECHNOLOGY

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

STRATEGIC TECHNOLOGY

Anacostia Playhouse
The Anacostia Playhouse is both a rental facility as well as a producing organization that brings access to the arts in a traditionally underserved area of Washington, DC.

SUSTAINABILITY ANALYSIS
GALA Hispanic Theatre
GALA Hispanic Theatre brings diverse and innovative bilingual programming to the Washington, DC region through its Spanish and Latin American plays and performances.

Family & Youth Initiative
DFFYI creates a caring supportive community of adults and teens by matching youth with host parents and mentors and helping them find adoptive families.

PRS
PRS provides mental health, crisis intervention, and suicide prevention services.

EveryMind
EveryMind provides community education, advocacy and direct services which empower children, teens, families, older adults and the entire community to reach optimal mental wellness.

LIFT - DC
LIFT’s mission is to empower families to break the cycle of poverty by pairing members with a trained volunteer who works with them to create actionable goals.

Literacy Volunteers and Advocates
LVA addresses the core problems of adult illiteracy at both the individual and community level.

SCAN of Northern Virginia
SCAN of Northern Virginia strives to stop child abuse by developing effective prevention programming for children and families.

FUNDING STRATEGY
Community Engagement in the Arts
This sector study focused on the efforts of major arts organizations’ efforts to create and grow community engagement programs.

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KID Museum
KID Museum’s mission is to cultivate creativity, curiosity and compassion to build a better world by engaging youth in science, technology, art and math.

STRATEGIC ALIGNMENT

DC Appleseed
DC Appleseed leverages support from pro bono lawyers, accountants and other professionals to advocate for public policy issues.

FUNDING STRATEGY

Brain Injury Services
Brain Injury Services helps children, adults, and families, who have suffered the life-altering effects of a brain injury, build the skills and confidence to lead productive and fulfilling lives.

PARTNERSHIPS AND COLLABORATIONS

Rock Creek Conservancy
Rock Creek Conservancy exists to restore Rock Creek and its parklands by building partnerships with government agencies, nonprofits, community groups, and residents.

BOARD DEVELOPMENT

Gearin’ Up Bicycles
Gearin’ Up Bicycles creates career development opportunities for youth from underserved communities through youth bike nights, technical training programs, and paid internships.

FUNDING STRATEGY

SEEC
SEEC helps people with intellectual and developmental disabilities direct their lives with dignity, choice, authority and responsibility.

BOARD DEVELOPMENT

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

STRATEGIC PLANNING

Tzedek DC
Tzedek safeguards the legal rights of low-income DC residents dealing with often unjust, abusive, and illegal debt collection practices, as well as other consumer protection problems.

SUSTAINABILITY ANALYSIS

Washington Stage Guild
The Washington Stage Guild is a professional company of theatre artists dedicated to producing literate, challenging works.

BOARD DEVELOPMENT

Capitol Hill Arts Workshop
Capitol Hill Arts Workshop seeks to build community through the arts by hosting classes for children and adults, as well as providing gallery and theater spaces to the community.

STRATEGIC ALIGNMENT
On Board Projects
March - June 2020

On Board

On Board matches qualified business professionals with the boards of local nonprofits seeking board members. On Board is part of The Sorkin Center at Compass, which provides board candidates with best practice training in governance, nonprofit finance and fundraising as they begin board service.

In 2019-20, Compass placed 10 candidates onto the boards of Greater Washington nonprofit organizations through two cohorts of the On Board program.

In the fall of 2019, Compass placed three candidates on the following nonprofit boards:

VisArts*
Latin American Youth Center*
CASA (Court Appointed Special Advocates), Prince George’s County

In the spring of 2020, ACT for Alexandria and Volunteer Alexandria sponsored an On Board cohort to match candidates to nonprofits serving Alexandria, Virginia. Compass placed seven candidates on the following Alexandria nonprofit boards:

Local Motion Project* ACT for Alexandria
Child and Family Network Centers
Volunteer Alexandria*
Carpenter’s Shelter

* 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 of United Therapeutics.

GREATER WASHINGTON BOARD OF DIRECTORS
(Notes current employer and MBA program, where applicable.)

John Collins, Chair
Navy Federal Credit Union

Steve Trowen, Vice Chair
MCM Capital Partners, LLC

Julie Maner
Northwestern Kellogg School of Management

Hurley Doddy, Treasurer
ECP Investments

Laurie MacNamara, Secretary
Booz Allen Hamilton

Kelly Hatcher Turner, Member at Large
Lung Biotechnology, a subsidiary of United Therapeutics

Julie Chapman
Harvard Business School

John Crain
452 Consulting LLC

Julie Gleicher
The Wharton School

Polly Vail
University of Maryland Dingman Center for Entrepreneurship

Hope Gleicher
Identity, Inc.

Hilary Joel
WJ Consulting

Ken Kids
Learning in Action Technologies

GREATER WASHINGTON ADVISORY BOARD

Ainsley MacLean, M.D.
Mid-Atlantic Permanente Medical Group

John Collins, Chair
Navy Federal Credit Union

Steve Trowen, Vice Chair
MCM Capital Partners, LLC

Julie Maner
Northwestern Kellogg School of Management

Hurley Doddy, Treasurer
ECP Investments

Laurie MacNamara, Secretary
Booz Allen Hamilton

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The Wharton School

Polly Vail
University of Maryland Dingman Center for Entrepreneurship

Hope Gleicher
Identity, Inc.

Hilary Joel
WJ Consulting

Ken Kids
Learning in Action Technologies

“Compass has been my gateway into real, meaningful impact since I started in 2018. The ability to apply my skills and knowledge to a team of passionate, creative individuals has been a special moment that I think everyone in business should experience.”

SEDALE MCCALL, PROJECT LEADER, 4615 THEATRE COMPANY
Special Thanks

CORPORATE SUPPORTERS

We are incredibly grateful for financial support from the following Corporate Partners:

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EVENT SUPPORT

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

Arnold & Porter
Guidehouse
The Meyer Foundation
Pillsbury Winthrop Shaw Pittman LLP
Sidley Austin
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We thank the following volunteers from our Corporate Partners:

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Rajib Chanda
James Doyle

World Bank Group
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Rania Suidan

"Being able to give your expertise and passion for change to a cause that aims to make some part of the world better is a win-win."

LORI HANNON, TEAM MEMBER, NATIONAL RUNAWAY SAFELINE

SAFELINE
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NATIONAL
TEAM MEMBER,
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 $10 of services back to the nonprofit community.

In 2019-20, Compass volunteers provided the market equivalent of $7 million in strategic consulting. Additionally, Compass provided 69 On Demand projects in response to COVID-19. All consulting projects are free of charge to the Greater Washington nonprofit sector.

Compass gratefully acknowledges our generous supporters. These individuals made possible strategic consulting projects for 95 Greater Washington nonprofits, board matches for 20 individuals and 12 nonprofits, and board training for 221 individuals from 82 nonprofits in 2019-20.

Note: This list reflects donations received between July 1, 2019 and June 30, 2020.
**Special Recognition**

**GREATER WASHINGTON**

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Joan Barclay, Char Beales, Dawid Bear, Mamie Boyer, Julie Chapman, John Crain, Webb Dryfoos, Patrice Feinstein, Cassandra Hanley, Paula Jacobs, Peter Jacobstein, Jeff Kass, Chris Martin, Kristabelle Ovedahl, Adrai Pond, Dusty Riddle, Lucretia Roscoe, Natalie Robinson, Karl Schwenkheimer, Roberta Shapiro, Sally Sken, Pete Stane, Franco Tao, Ari Zentner

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We are grateful for the continued support from 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
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- UNC Kenan-Flagler Business School
- University of Chicago Booth School of Business
- University of Texas McCombs School of Business
- University of Virginia Darden School of Business

The Wharton School at the University of Pennsylvania

**SERVICE LINE TRAINERS**

Carlyn Madden, David Bear, Harry Knight, Jeff Kass, Joan Barclay, John Crain, John Skeele, Lauren Victor, Patrice Feinstein, Paula Jacobs, Rumi Gamba, Rumi Mufuka, Vicki Burns

**2020 COMPASS SUMMER INTERNS**

Mary Claire Dunbar, Katie Klinger, Evelyn Perfal, Sydney Robinson, Sophia Song

And very special thanks to:

- Dan McVane for his tremendous gift of time in helping manage the Compass audit
- And to the following volunteers for serving as the Compass liaisons at their company or firm:
  - Rajil Charida, Simpson Thacher
  - Adam Dorks, IBM
  - Colin Jones and Shadrul Shah, Booz Allen Hamilton
  - soaked Jones, Nestle
  - Alexia Marchetta, KippsDeSanto
  - Adam Dorko, IBM
  - Robin Weinman

**CORPORATE MATCHES**

- Compass matched donations to the organizations that match employee contributions or volunteer hours, as the individuals who apply for these matching funds and direct support to Compass.

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- Anonymous (2)
- Booz Allen Hamilton
- Nicholas Courtney
- Benjamin Dash
- Victoria Eick
- David Fortier
- Mauro Guan
- Rachel Handerson
- Laurie MacNamara
- Caroline Morris
- Cooper Nelson
- Emily Smith
- Elizabeth Tanzer
- Nicholas Vinettern
- Stephen Wong

**CAPITAL ONE**

- Max Gotta
- Rhee Norwood
- Dusty Riddle

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- Amy Huang
- John Hurst
- Sarah Rand
- John Recchia
- Sarah Rand*
- Shaunte Ramsby*
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- Tony Zaffrin
- Michael Zanet
- Dana Michele Zeller*
- Sara Zelmer

**FOR FOUNDATION SUPPORTERS**

We are grateful to the following foundations whose support allowed us to reach so many nonprofits this year. Some of these foundations provided additional operating support to Compass, while others sponsored projects for their grantee organizations, and some did both!

- With much gratitude, we acknowledge:
  - William S. Abell Foundation
  - ACT for Alexandria
  - Jack R. Anderson Foundation
  - The Morris & Gwendolyn Clark Foundation
  - ACT for Alexandria
  - The J. Willard and Alice S. Lantry Family Foundation
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  - Georgetown University McDonough School of Business
  - University of Michigan
  - Stanford Graduate School of Management
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  - Duke University Fuqua School of Business
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  - University of Texas McCombs School of Business
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  - Duke University Fuqua School of Business
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  - University of Virginia Darden School of Business
  - The Wharton School at the University of Pennsylvania
  - Yale School of Management

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- Greater Washington Donors (cont.)

**GREATER WASHINGTON**

- Max Gotta
- Rhee Norwood
- Dusty Riddle

**GR EAT E R WASH I NG T O N**

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- UNC Kenan-Flagler Business School
- University of Chicago Booth School of Business
- University of Texas McCombs School of Business
- University of Virginia Darden School of Business

The Wharton School at the University of Pennsylvania

**Yale School of Management**

**“My board treasurer stated that the final report and presentation from the Compass Team was the most thorough he’d seen from any of our previous projects. The Compass team was especially nimble due to COVID-19 and offered recommendations that could work if COVID-19 continues. They were very responsive to the questions and needs of our staff and board.”**

**LIVE IT LEARN IT**
GREATER PHILADELPHIA

Northern Virginia Family Service
NOVA ScriptCentral
Phoenix Houses of the Mid-Atlantic
Pregnancy Aid Centers
Realty, Inc.
Ronald McDonald House Charities of Greater Washington, DC
Seabury Resources for Aging SOME
Special Love for Children with Cancer
Women’s Collective

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

HUMAN SERVICES
DC Appleseed
EveryMind
Operation Gratitude
People Animals Love
Platform of Hope
FRS
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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

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Home Care Partners
Insight Memory Care Center
Iona Senior Services
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Caregiver Action Network
Catholic Charities of DC
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Child Care & Family Network Centers
City First Enterprises
Community Crisis Services
Damen Ministries
DC Fiscal Policy Institute
DC Greens
Doorways
Empowered Women International
Equal Rights Center
Family Matters of Greater Washington
For Love of Children (FLDC)

Clients 2001-2019 (cont.)

<table>
<thead>
<tr>
<th>Number of Volunteers</th>
<th>Number of Nonprofit Clients</th>
<th>Number of Volunteer Hours</th>
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</thead>
<tbody>
<tr>
<td>216</td>
<td>46</td>
<td>20,020</td>
</tr>
</tbody>
</table>

Team Up Philly
Team Up Philly is dedicated to empowering girls in underserved Philadelphia neighborhoods to lead healthy, confident and successful lives.

Funding Strategy
“My Compass experience has changed how I see myself – both as an individual contributor and a leader – which has, in turn, changed how people see me. The opportunity to try out new behaviors and leadership styles in a sandbox environment is invaluable. It’s like visiting France and deciding you’re Amélie.”

RUCHI KAPOOR, PROJECT LEADER, NEED IN DEED

Need in Deed
Need in Deed improves the education of students in grades 3-8 in Philadelphia’s schools through service-learning that connects the classroom with the community.

FUNDING STRATEGY

Sustainable Business Network of Greater Philadelphia
SBN builds a just, green and thriving economy in the region by educating and growing local, independent businesses and educating policymakers and the public.

STRATEGIC ALIGNMENT

Quest Therapeutic Services
Quest provides pediatric therapy services to enhance the lives of children with disabilities.

BOARD DEVELOPMENT

Center for Aquatic Sciences at Adventure Aquarium
Center for Aquatic Sciences provides education and youth development by promoting the understanding, appreciation and protection of aquatic life and habitats.

FUNDING STRATEGY

Food Moxie
Food Moxie educates and inspires people to grow, taste, cook and eat healthy food.

BOARD DEVELOPMENT
Pennsylvania SPCA

PSPCA rescues animals from cruelty and neglect, rehabilitates them, and places them with new, loving families.

STRATEGIC MARKETING

Georgia E. Gregory Interdenominational School of Music

GEGISOM provides a safe environment where at-risk youth and adults can experience cognitive, social and cultural development through music and performing arts.

FUNDING STRATEGY

“Working with Compass has been incredible. Our team of volunteers really got to know the organization, cared deeply about the mission, worked hard to build a plan and as a result, the final product they built will be transformational for our organization.”

STUDENTS RUN PHILLY STYLE

Fresh Artists

Fresh Artists’s mission is to empower vulnerable K-12 children as philanthropists and change makers, advocate for quality public education and ensure access to art in underfunded public schools.

FUNDING STRATEGY

JFCS (Jewish Family and Children’s Service of Greater Philadelphia)

JFCS strengthens families and individuals across generations and cultures to achieve stability, independence and community.

PARTNERSHIPS & COLLABORATIONS

Students Run Philly Style

Students Run Philly Style seeks to transform Philadelphia students’ lives through running and mentorship.

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FUNDING STRATEGY
Pennsylvania Prison Society
The Pennsylvania Prison Society advocates for humane prisons and a rational approach to criminal justice.

FUNDING STRATEGY

ElderNet of Lower Merion & Narberth
ElderNet provides a safety net for older and disabled adults to help them remain in their homes with dignity, and strengthens food and financial security for community members in need of support.

FUNDING STRATEGY

Gateway HorseWorks
Gateway HorseWorks offers transformative equine-assisted psychotherapy to children, adults, and families in a healing, farm-based environment.

BOARD DEVELOPMENT

Simon’s Heart
Simon’s Heart raises awareness about conditions that lead to sudden cardiac arrest and death.

BOARD DEVELOPMENT

MenzFit
MenzFit provides disadvantaged men with job interview preparation, career development, apparel and mentorship as they seek and achieve employment.

FUNDING STRATEGY

Better Living Center
BLC is dedicated to providing resources and information to empower the residents of Chester and Delaware County to improve their lives.

STRATEGIC ALIGNMENT
Cradles to Crayons
Cradles to Crayons provides children living in homeless or low-income situations with the essentials they need, free of charge.  
**FUNDING STRATEGY**

Variety – The Children’s Charity of the Delaware Valley
Variety enriches the lives of children and young adults with disabilities through programs that nurture independence and self-confidence.  
**BOARD DEVELOPMENT**

Maternal & Child Health Consortium of Chester County
CCMCHC empowers families to build a healthier and brighter future for their children by overcoming barriers that lead to poor health conditions.  
**STRATEGIC ALIGNMENT**

Ryan’s Case for Smiles
Ryan’s Case for Smiles enables children with cancer and other life-changing illnesses and injuries, as well as their families, to cope with illness, while building resilience to thrive in the future.  
**FUNDING STRATEGY**

Chester Eastside, Inc.
CEI creates a welcoming and inclusive environment that encourages and enables residents to achieve their goals and aspirations and promotes peace and social justice.  
**FUNDING STRATEGY**

Rebuilding Together Philadelphia
RTP revitalizes communities by transforming vulnerable houses into safe, healthy and energy efficient homes.  
**STRATEGIC MARKETING**

Urban League of Philadelphia
The Urban League supports low-income individuals and families in achieving economic self-reliance through education, employment, entrepreneurship and health.  
**FUNDING STRATEGY**

Art Sphere, Inc.
ASI engages the creative in communities, empowering neighborhoods to explore the positives in peoples’ lives, and heal the mind, body, and spirit through the arts.  
**FUNDING STRATEGY**

Cloud 9 Rooftop Farm
Cloud 9 Rooftop Farm fosters community and environmental stewardship through community-led farming, training, and educational programming.  
**FUNDING STRATEGY**

Uplift Center for Grieving Children
Uplift helps grieving children heal and grow while offering resources to professionals, families and communities in understanding how to respond to these children’s needs.  
**FUNDING STRATEGY**

Variety – The Children’s Charity of the Delaware Valley
Variety enriches the lives of children and young adults with disabilities through programs that nurture independence and self-confidence.
Compass conducted its second cohort of On Board in Philadelphia in 2020. The cohort was sponsored by AmerisourceBergen for select senior executives. Compass also conducted a cohort of On Board for AmerisourceBergen senior executives in Dallas.

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.

Compass placed four candidates onto the boards of three Philadelphia nonprofit organizations and four candidates onto the boards of four Dallas nonprofit organizations.

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

**ON BOARD INTERVIEW COMMITTEE PHILADELPHIA**
Shelley Dinehart, Barbara Mihatov, Michele Molano, Robbi Muse, Jaime Pludo, Nalini Rogers, Jay Rose, Joy Sardinsky, Ian Waxman, Cathy Weiss

**ON BOARD INTERVIEW COMMITTEE DALLAS**
Andy Halpern, Heather Hodges, Amanda Robison, Alex Schiess, Hajo Siemers

"Our Compass project took place during a pandemic, and yet the team did not miss a beat. They pivoted to be sensitive to the unusual situation for them, and for us, and provided us with solid answers and supporting data to the question we posed in the project together with a robust working model that we will use to conduct business in the future. We look forward to working with Compass again."

**MICHAL SMITH, EXECUTIVE DIRECTOR, CRADLES TO CRAYONS**

"Compass is an incredibly rewarding program that allowed me to leverage my professional skill set to understand and help a local nonprofit. It is a time commitment - but I wouldn’t change a minute of my time engaged with the program."

**VALERIE LENZ, PROJECT LEADER, STUDENTS RUN PHILLY STYLE**

"Our Compass project took place during a pandemic, and yet the team did not miss a beat. They pivoted to be sensitive to the unusual situation for them, and for us, and provided us with solid answers and supporting data to the question we posed in the project together with a robust working model that we will use to conduct business in the future. We look forward to working with Compass again."

**MICHAL SMITH, EXECUTIVE DIRECTOR, CRADLES TO CRAYONS**
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- iRelaunch
- J.P. Morgan
- Mercer
- Navigate
- PwC
- SAP
- SEI
- Slalom
- TE Connectivity
- Turnaround Management Association
- ZS Associates

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We thank the following volunteers from our Corporate Partners:

- Accenture
  - Brandon Benzin
  - Audrey Callahan
  - Joseph Galley
  - Ashley Gobert
  - Sheeru Gudadeen
  - Joseph Haftan
  - Samantha Lee
  - Christopher Lofto
  - Antonia Mena
  - Hailie Morgan-Rodriguez
  - Adam Rappin
  - Brian Smith
- Ballard Spahr
  - John Devine
  - Justin Klein
- Blank Rome
  - Emily Anderson
  - Ashley Leckerman
  - Erin Coppock
  - Casey Klein
  - Fred Lipman
  - Rachel Packer
  - Courtney Presswood-Funk
  - Adam Saniswaet
  - Jed Silversmith
  - Joshua Strober
  - Peter Tufildis
  - Inna Zaltman
- Comcast
  - Casandra Best
  - Alexis Carroll
  - Jaspreet Dillon
  - John Gunawan
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  - Eric Heisner
  - James Jencarelli
  - Melissa Lapp
  - David Meldrum
  - Alexander Rivera
  - Sarah Wyczawski
- PwC
  - Paul Berry
  - Margaret Carr
  - Michelle DeCaro
  - Brandon Ebeling
  - Stephen Gilcrest
  - Daniel Kayes
  - Tatsuya Kobayashi
  - Mary Clare Larzon
  - Joseph Lewis
  - Aaron Matthias-Long
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  - John Merrigan
  - Drew Miller
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  - Ankur Khare
- Slalom
  - Benjamin Attix
  - Kelley Bailey
  - Peter Hess
  - George Kalath
  - Nika Rodriguez
  - Sarah Teitel
- TE Connectivity
  - Benita John William
  - Vishrut Mehta

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- Emily Seckel
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- Margaret Carr
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- Brandon Ebeling
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- Mary Clare Larzon
- Joseph Lewis
- Aaron Matthias-Long
- Sean McConigile
- John Merrigan
- Drew Miller
- Kathleen Quin
- Jody Tanig
- Tuyen Williams-Jackson

SPECIAL RECOGNITION

And to the following volunteers for serving as Compass liaisons at their company or firm:

- Nick Mirza, Accenture
- Heather Sonnenberg, Blank Rome
- Megan Bouquet, Boeing
- Eric Heisner, Comcast
- Miguel Rilloraza, Mercer
- Amanda Giordano, Drew Miller and Kathleen Quin, PwC
- Katie Gallagher and Katie Denk, SAP
- Samantha Ramsey, UGI Corporation

And to those individuals at our Corporate Partners who help support Compass’ important work in the community:

- Ed DeLussey, Accenture
- Susan Lorenz-Fisher, AmerisourceBergen
- Judith Nagy-Eichelberger, Baker Tilly
- Cathy Ochroch, Blank Rome
- Christine Jerk, Comcast
- Courtney McChlade, Independence Blue Cross
- Rob Kurlow, Navigate
- Julie Hinshey, Philadelphia Eagles
- Jacy Lynam, Broughton Hugue, PJM Interconnection
- Robb Muse, SEI
- Amy Loftus, Slalom
- Michael Saul and Neil Gupta, Turnaround Management Association
- Karen Delise, UGI Corporation
- Helen Fox, Your Part-time Controller
- Namita Powers, ZS Associates

ZS Associates
- Gila Amsilang
- Anand Desai
- Jacob Elch
- Aras Fanuscu
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- Nathan George
- Esha Halawe
- Paul Hashemi
- David Krieman
- Emily Leibowitz
- Andrea McFadden
- Niki Mital
- Kimaya Padpaonkar
- Kirthik Ramasubramanian
- Margaret Schneider
- Jessie Tubbs
- Vamsi Vuppalla

EVENT SUPPORT

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

- Baker Tilly
- Big Brothers Big Sisters
- Blank Rome
- The Chamber of Commerce of Greater Philadelphia
- Independence Blue Cross
- Independence Region
- Morgan Lewis
- Pepper Hamilton
- Philadelphia Eagles
- PwC
- Reed Smith
- Social Venture Partners
- Slalom
- White and Williams

GREATER PHILADELPHIA

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Greater Philadelphia Donors

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

In 2019-20, Compass volunteers provided the market equivalent of $4.2M in strategic consulting projects. Additionally, Compass provided 19 On Demand projects in response to COVID-19. All consulting projects are free of charge to the Greater Philadelphia nonprofit sector.

Compass gratefully acknowledges the generous supporters who make our work with 46 Greater Philadelphia nonprofits possible in 2019-20.

CHAMPIONS
$10,000 and above
Melissa and Paul Anderson
JMC Fund
Peter G. Schlicter & Elizabeth M. Zipt Foundation

PATRONS
$5,000-$9,999
Amanda Giordano
Robert and Margot Keith
Amy Lofthus
Richard Sterhell
Elizabeth Tabas

LEADERSHIP CIRCLE
$2,500-$4,999
Jacquelyn Broughton Huguey
Beth and David Dahle
Ed DeLussey
Eric Heisler
Dan Rader and Carolyn Cunnisco

DIRECTOR’S CIRCLE
$1,000-$2,499
Megan Bouquet
James Clarke
Jack Crowley
Bryan Dorey
Michelle Hone
Tony and Susan Ibarra
Bran and Christine Lotley
Ira Liburt
Kevin Michals
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Michelle Molano
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Ian Wexman
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Stephen A. Zipf, Jr.

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Anthony Lacatena
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Robert Levin
Lisa Loughney

Note: This list reflects donations received between July 1, 2019 and June 30, 2020

Compass gratefully acknowledges the contributors who make our work with 46 Greater Philadelphia nonprofits possible in 2019-20.

Note: *denotes 2019-20

CORPORATE MATCHES
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 to Compass.

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Ezelon
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Kimaya Padapankara
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John Palmser
Kelleigh Parker
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Aaron Payork
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The Foundation for Delaware County
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Hassel Foundation
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*denotes 2019-20 volunteer

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Note: *denotes 2019-20

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Hans Mueller

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Paul Berry
Deborah DeCarlo
Aaron Matthias-Long

SAP
Kathryn Denk
Katie Gallagher

Vanguard
Robert Harrison

*denotes 2019-20 volunteer

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Special Recognition

Clients 2013-2019

Volunteers

GREATER PHILADELPHIA

CLIENT SELECTION COMMITTEE
Harmen Armaas, Megan Bouquet, Debbie Buchwald, Jacob Du, Danielle Haakmat, Eric Heisler, Nancy Katz, Bob Kuehl, Brent Martin, Robo Muse, Natalie Parker, Scott Samoroff, Jenna Setzman, Steve Zifp

PROJECT ADVISORS
Doug Bloom, Jim Clayton, DaveDalhe, Lawana Dumas, Paul Hashemi, Barbara Mihatov, Judit Nagy-Escherberg, Julie Pare, Diego Rienach, Jay Rose, Jeff Wilson, Lloyd Wirsiba

SERVICE LINE TRAINERS
Jim Clayton, Lawana Dumas, Rob Levin, Michele Molano

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

2020 COMPASS SUMMER INTERNS
Sophia Hostress, Amelia Marito

PARTNERING BUSINESS SCHOOL ALUMNI CLUBS
We are grateful for the continued support of the following local business school alumni clubs:

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

GREATER PHILADELPHIA

ACHIEVEdability
After School Activities Partnerships (ASAP)
American Red Cross – Philadelphia
ArtSpace, Inc.
ArtWell
Bethesda Project
Broad Street Ministry
Center for Advocacy for the Rights and Interests of the Elderly (CARIE)
Center for Aquatic Sciences at Adventure Aquarium
Center for Literacy
Chester County OIC
Chester Eastside, Inc.
Cloud 9 Rooftop Farm
Community Learning Center
Craddles to Crayons
Diversified Community Services
Express of Lower Merion & Narberth Family Service Association of Bucks County
Food Moms
Fresh Artists
Gateway HorseWorks
Georgia E. Gregory Interdenominational School of Music
Greater Philadelphia Cultural Alliance
Green Building United
Habitat for Humanity Philadelphia
Hope Partnership for Education
Interfaith Philadelphia
JFCS
Jounce Partners, Inc.
Junior Achievement of Southeastern Pennsylvania
LDH Social Community Health Center
Loquita Square (La Comunida Hispana)
Living Beyond Breast Cancer
Lutheran Settlement House
Main Line Art Center
Mandarin & Child Health Consortium of Chester County
Maternal & Child Health
Meadowlark
Mercy Neighborhood Ministries of Philadelphia
Mighty Writers
Montgomery Early Learning Centers
Nationalities Service Center
Pathways PA
Pennsylvania Academy of the Fine Arts (PAFA)
Pennsylvania Assistive Technology Foundation
Pennsylvania SPCA
Philadelphia Higher Education Network for Neighborhood Development (PHENND)
Philadelphia Works
Programs Employing People
Quest Therapeutic Services
Rebuilding Together Philadelphia
Roof the Future
Ryan’s Case for Smiles
SeniorLink Center
Simon’s Heart
Smith Memorial Playground
and Playhouse
Southwest Asian Mutual Assistance Association Coalition (SEAMACAC)
Steppingstone Scholars
Students Run Philly Style
Sustainable Business Network of Greater Philadelphia
Team Up Philly
The Better Living Center, DDC
The Pennsylvania Prison Society
The Urban League of Philadelphia
UpKindle Center for Grieving Children
Variety - The Children’s Charity of the Delaware Valley
Wellcomming Center for New Pennsylvanians
West Oak Lane Charter School
Women Against Abuse
Women Organized Against Rape
Women’s Center of Montgomery County

GREATER PHILADELPHIA

CLASSIC PROJECTS

Center for Aquatic Sciences at Adventure Aquarium
Rebekah Horowitz, Project Leader
Ar Borthakur, Deputy Project Leader
Rory Bonner, Ashley Catalano-Leckerman, Lawrence Garfield, Stephen Gilcrest, Bruce Levine, Kaye Palavatik, Larry Shanok

Craddles to Crayons
Brett Akins, Project Leader
Jacques Fu, Deputy Project Leader
Kelsey Bradshaf, George Kalath, Nancy Katz, Tatsuya Kobayashi, Karl Mauthet, Adam Sarwast, Brian Smith

JFCS
Alexi Levy, Project Leader
Joseph Abesh, Deputy Project Leader
Bonnie Grider, Anastasia Kingsbury, Frederick Lipman, Wendy Ney Maranly, James Oser, Emily Seckel, Drew Stahl

Maternal & Child Health
Consortium of Chester County
Margaret Schneider, Project Leader
Sophia Pearson, Deputy Project Leader
Shannan Amspsych, Dorene Blythe, Elizabeth Brien, John Devine, Shaun Guyadeen, John Howard, Audrey Schimechen

Need in Diesel
Ruchi Kapoor, Project Leader
Jacob Ellich, Deputy Project Leader
John Anderson, Jimmy Chen, Justin Klein, Anthony Lactacina, Mary Clare Larson, Nikea Rodriguez, Jessie Tubbs, Sarah Wyczarski

Pennsylvania SPCA
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Quest Therapeutic Services
Shelley Dinhardt, Project Leader
Rachel Parker, Deputy Project Leader
Harmette Arora, Hannah Dobbelt, Deborah Enea, Ankur Khars, Joseph Lewis, Christopher Lofto, Leah Murphy, Michele Pendest

Rebuilding Together Philadelphia
Alec DiDonato, Project Leader
Matt Cuddy, Deputy Project Leader
Ruthanne Auft-Somiggy, Katherine Demk, Tricia Haschak, Joy Kain, Jennifer Porter, Frank Tow

Simon’s Heart
Wesley Payne, Project Leader
Kateleen Quinn, Deputy Project Leader
Michelle DeCaro, Kevin Hartnett, Aay Joso, John Lepone, Nieves Ortiz, Peter Sowa, Erika Speck billionaire

Students Run Philly Style
Lena Vilen, Project Leader
Alexis Carroll, Deputy Project Leader
Brandon Bencal, Chonn Brinkley, Erin Copppock, Scott Gorman, Colae Heyes

Sustainable Business Network of Greater Philadelphia
Eric Heisler, Project Leader
Jill Kleinbach, Deputy Project Leader
Kathleen Gallagher, Drew Miller, Edwin Morgan, Julia Orts, David Othmer, Courtney Presswood-Funk, Sam Savin, Ioin Salsman

Urban League of Philadelphia
Jeffrey Tuli, Project Leader
Meredith Aronson, Deputy Project Leader
Margaret Marcusch, Deputy Project Leader
Shaun Guyadeen, John Howard, Audrey Schimechen

Urban League of Philadelphia

Need in Diesel

Pennsylvania Prison Society

Maternal & Child Health

Rebuilding Together Philadelphia

Simon’s Heart

Students Run Philly Style

Sustainable Business Network of Greater Philadelphia

Urban League of Philadelphia

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Margaret’s Village
Margaret’s Village provides transitional housing and services for the most vulnerable in South Chicago and Englewood.

FUNDING STRATEGY

Inspiration Corporation
Inspiration Corporation helps people who are affected by homelessness and poverty improve their lives and increase self-sufficiency.

Cancer Wellness Center
CWC seeks to improve the emotional and physical well-being of people affected by cancer and their loved ones.

Marwen
Marwen provides free visual arts, college, and career programming for Chicago’s young people in middle and high school from under-resourced communities.

BOARD DEVELOPMENT

“Thank you, Compass, for the opportunity to work on the Marwen project. Hopefully, our impact helps to strengthen their board and continues to propel their students’ personal, social, and critical thinking skills for success in life. We had a great team of committed, focused individuals who approached the project from diverse viewpoints—it was a great learning and networking experience and I hope to work with Compass again!”

JUDINE O’SHEA, TEAM MEMBER, MARWEN
Housing Choice Partners

HCP is dedicated to expanding the housing choices for very low-income residents from high poverty and racially segregated areas to neighborhoods of economic opportunity.

BOARD DEVELOPMENT

826CHI

826CHI supports students ages 6 to 18 with their creative and expository writing skills and helps teachers inspire their students to write.

STRATEGIC ALIGNMENT

Chicago Furniture Bank

Chicago Furniture Bank collects donations of gently used furniture and household goods and distributes them to families and individuals transitioning into supportive housing.

FUNDING STRATEGY

Better Government Association

BGA promotes transparency, efficiency, and accountability in local and statewide government through investigative journalism and civic engagement.

STRATEGIC MARKETING

National Runaway Safeline

NRS is the national crisis and communications system dedicated to keeping runaway, homeless and at-risk youth safe and off the streets.

STRATEGIC TECHNOLOGY
Legal Aid Society of Metropolitan Family Services
Legal Aid Society protects and strengthens families by providing equal access to justice for all by focusing on the most vulnerable communities.

**Resilience**
Resilience is dedicated to the healing and empowerment of sexual assault survivors through crisis intervention, counseling, individual and group trauma therapy, and advocacy.

**Concordia Place**
Concordia Place promotes growth and opportunity through economically inclusive early childhood, teen leadership, and senior wellness programs.

**John Howard Association**
JHA monitors adult and juvenile correctional facilities, policies and practices, and advances reforms needed to achieve a fair, human, and effective criminal justice system.

---

**On Demand Projects**
**March - June 2020**

**NONPROFIT CLIENTS**
- A Red Orchid Theatre
- CHAMPS Male Mentoring
- Erich Chicago
- Enrich Chicago
- FAME Center
- First Tee of Greater Chicago
- John Howard Association of Illinois (JHA)
- Just The Beginning - A Pipeline Organization
- Little City
- MAPSCorps
- Peer Health Exchange
- People’s Music School
- Restoring the Path DBA Crushers Club
- Share Our Spare
- Strategy for Access Foundation NFP
- The Simple Good
- Tuesday’s Child
- Willow House

**VOLUNTEERS**
- Eugene Beckles
- Jenna Brubaker
- Matt Fisher
- Josh Flanders
- Kendra Fogarty
- Cynthia Garde
- Marc Goldberg
- Karen Gordon
- Mathias Jamora
- Kelly Moscovan
- Sabrina Mittal
- John Palizza
- Kitty Rothschild
- Toby Sachs
- Julie Silverstein*
- Rohit Srivastava
- David Smith (DC-based)

*More than one project

---

**Governance**

**CHICAGO BOARD OF DIRECTORS**
(Notes current employer and MBA program, where applicable.)

- **Howard Katz**, Chair
  - HAVI Marketing Analytics
  - Northwestern Kellogg School of Management
- **Matt Burnham**
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  - Northwestern Kellogg School of Management
- **Frank Clark**
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- **Arnita Hayden Curtis**
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  - Narrative Science
- **Karianne Gomez**
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We are incredibly grateful for financial support from the following Corporate Partners:

- A.T. Kearney
- Business Talent Group
- Capital One
- Holland & Knight
- iRelaunch
- Korn Ferry
- Mayer Brown
- Mesroow Financial
- Oliver Wyman
- Point B Consulting
- Sidney Austin
- William Blair

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

- Bennett Day School
- Holland & Knight
- Narrative Science
- Winston & Strawn
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 community.

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Compass gratefully acknowledges the generous supporters who made our work with 31 Chicago nonprofits possible in 2019-20.

Note: This list reflects donations received between July 1, 2019 and June 30, 2020.

CHAMPIONS
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Stuart Frankel and Rita Mirman
Howard and Rachel Katz
Julie and Andy Maner
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Albertos Ruccio

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Jason Felger
Robin and Auster Goolbee
Michael and Amanda Humanski
Mark Landolt
Alain LeCoque
J. Michael and Heather Locke

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Ian and Marcy Burnstein
Armita and Ryan Curtis
Jamie Gilpin
Karianne and Joe Gomez
James Lasko
Pete Lindau
Theodore and Harriette Perlman
Martin and Sandra Tessler

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Lisa Belcher
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Henry and Susan Gault
Jose Gomez
Kevan Hannon
Stephen Healy*
Brigette Ozolins*
Bobbie and Jeff Vender
Ben Wimene

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Prakash Rao*

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Laura Lederer
Maya Lewis*
Samantha Mann
Jessica Mean*
Elaine and Allan Muchin
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Laura Piazzar
Katherine Price*
Cathy Ross
Evan Saunders*
M. Jeanette Scott*
Shiven Shah*
Robert Toner*
Jean Tsai*
Susan Weiss*
Sylvia Winters

Up to $100
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Christine Beatrice*
Alexander Biehl
Thomas Bingham*
Ryan Brady*
Kathleen Caffrey*
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Julie Choate*
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Lauren Rocklin
Brian Rowe*
Hansel Sujko*
Anne Sinde
Grace St.Vincent*
Tori Stat*
Jenniesha Tabba*
Plabita Talukdar*
Susanne Tarter
Cathryn Taylor*
Diego Vengades*
Roberto Vicente*
Yungui Wang*
Diane Welt*
Max Wemecile*
Jennifer Williams*
Garrett Young*

*denotes 2019-20 volunteer

CHICAGO CHICAGO

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Aflate
Brian Rowe
Discover Financial
Jennifer Williams
West Monroe Partners
Alberto Ruccio
William Blair
Robert Toner

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

Leukofsky Family Foundation
Pritzker Traubert Foundation

CLIENT SELECTION COMMITTEE
Matt Burnham, Eddie Conners, Frank Clark, Adam Cooper, Amita Curtis, John Deblasio, Amy Everard, Kristyn Friske, Marc Goldberg, Karianne Gomez, Mike Hannan, Danielle Lazarowitz, Michelle Monieson, Brigette Ozolins, Alberto Rucco, Toby Sachs, Shiven Shah, Ruth Sotak, Landon Spitalnik, Aaron Toppson, Jean Tsi*

SERVICE LINE TRAINERS
Marc Goldberg, CJ Nanivadekar, Landon Spitalnik

2020 COMPASS SUMMER INTERN
Julie Kropnick

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

SPECIAL RECOGNITION
The Wharton School at the University of Pennsylvania

“Different than hired consultants we have engaged in the past, the Compass team was more objective, efficient and effective. They used their professional skillsets to improve infrastructure in ways that maximized our time and theirs. In turn, this led to recommendations that have impact.”

JOHN HOWARD ASSOCIATION OF ILLINOIS

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Compass believes nonprofits are the backbone of strong and vibrant communities and knows many are overstretched and under-resourced. Few can afford top-tier consulting firms. Compass has dedicated staff in Chicago, Greater Philadelphia, and Greater Washington, and has been providing pro bono professional consulting services to nonprofit organizations since 2001. We have connected more than 3,500 business professionals with nonprofits to complete 875 projects, providing more than $91 million in pro bono consulting services. To date, Compass has also placed 163 professionals onto 102 nonprofit boards. For more information, visit us at www.compassprobono.org.