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I felt like the world had stopped last week when I pulled up to the busy traffic circle near my house to find that there were no cars moving in the normally busy, frantic and hectic area. Instead of pulling into the circle, which for once was clear, I paused to see what had happened. It took me a minute to notice the small woman with silver hair and a cane who was making her way across all the lanes from the center of the circle to the sidewalk that surrounded it. All cars were stopped, waiting patiently for her to get to the other side. There was no honking or rushing on as soon as she passed. For just this moment, everything was still. I was heartened by the generosity and grace around me.

This year has required both. In spite of the hardship and loss or perhaps because of it, this year brought enormous and sometimes unexpected generosity. I see it up close from my vantage point in the center of so much giving. I see nonprofits generously giving to those in need. Earlier this year, organizations turned on a dime to find new ways to continue their missions, determined to not leave anyone behind whom they could help. I've seen hundreds of individuals step up to volunteer their time and talents when they must also be facing unusual demands and stress. To support these efforts, donors have given financial support along the way. Donations keep nonprofit doors open, but mean much more than that. I don't know if donors understand all that their support means to the spirits of those working in a nonprofit. When I tell donors that their gift made my day, I'm not exaggerating. Your gift means you value our work. Your gift means you believe in us and trust us to make the world a better place. Your gift keeps us going in more ways than you know.

Generosity quickly turns to grace. When the pandemic hit, we all plowed ahead as quickly and effectively as we could. We have asked much of ourselves and others, even though stress, fear and anxiety rarely bring out the best in people. So this year I'm particularly conscious of the need for grace. This holiday season, I'm hoping for grace from my friends, colleagues and family, and I'm working hard to give it back. It's the only way to sustain ourselves and each other in unimaginable circumstances. This year, if ever there was one, is the time to reset our expectations of ourselves and others and to assume the best of intentions. When we look back, we'll remember the grace we received and

extended.

As we move through December, the end of the year is most welcome. Prospects for the new year are promising, but there's more to get through before this year's experience is behind us. As we work our way forward, I hope you continue to give generously to those in need and those who help them. I hope you find grace from others when you are having a tough day. And I wish you small moments that make you smile, bring you joy, and inspire wonder.

Thank you for your generosity and your grace. From all of us at Compass, we wish you happy holidays and a much better year in 2021.

Warmest regards,
Suzanne

JOIN COMPASS VOLUNTEERS AND GIVE TO COMPASS

In the past month, nearly 230 volunteers across all three Compass Cities donated over \$30,000 to Compass. Funding supports our unique pro bono consulting program, ensuring we have the infrastructure and staff to carefully select, train and support our nonprofit clients and volunteers who reach deep into the community.

We appreciate our volunteers for ALL that they do for Compass, but we can't do our work with their support alone. Please join this year's volunteers by making a tax-deductible gift to Compass. You can make a secure donation [here](#). Thank you.

[Donate to Compass](#)

THANKS TO 2020-21 PROJECT LEADERS

The Project Leader role is critical to the success of our consulting projects. Compass gratefully acknowledges these individuals who are leading Compass Classic Projects this year.

John Lepore, The Behavioral Wellness Center

Anna Lloyd, Bringing Hope Home

Susan Beauchamp, Chester County Fund for Women and Girls

Brett Atkins, City Year Philadelphia

Ed Mongan, Cradles to Crayons

Brian Balduzzi, Domestic Abuse Project of Delaware County

Jenna McNeill, Friends Association for Care and Protection of Children

Shelley Dinehart, HIAS Pennsylvania

Elyn Grossman Levine, Judith Creed Horizons for Achieving Independence (JCHAI)

Larry Garfield, Norris Square Community Alliance

Rob Harrison, Philadelphia Animal Welfare Society (PAWS)

Ruchi Kapoor, Philadelphia Interfaith Hospitality Network

Debbie Buchwald, Philadelphia OIC

Katie Law, PYO Music Institute

Cathy Grimes, Ronald McDonald House Charities of the Philadelphia Region

Amreeta Gill, Schuylkill Center for Environmental Education

Jeff Turi, Urban Affairs Coalition

ANNOUNCING 2020-21 MICRO PROJECTS

Compass begins a second round of consulting projects in January. These Micro Projects provide similar services to Compass' Classic Projects and run through May. We are pleased to announce the following nonprofits receiving Compass Micro Projects:

ACHIEVEability
Coded by Kids
The Common Place
The Crossing
Family Support Line of Delaware County
Graduate! Philadelphia
Horizons Greater Philadelphia
Intercultural Journeys
J. Lewis Crozer Library
Philadelphia Auto and Parole Inc.
Philadelphia Community Corps (Philly Reclaim)
Philadelphia Youth Network
Providence Center
Transformation Yoga Project
Youth Empowerment Services (YESPhilly)

RECRUITING VOLUNTEERS FOR MICRO PROJECTS

Consider volunteering on a four-month Compass Micro Project starting in late January. In only 2-4 hours per week, you can make a significant contribution to a local organization. If you're interested in volunteering, find more details and the volunteer application [here](#).

COMPASS IS HIRING

We are seeking a full-time Executive Director for our Philadelphia office. Are you a highly motivated professional with an entrepreneurial spirit with proven success? Do you have at least 10 years of nonprofit leadership experience with established relationships? These are just a few of the qualities of this essential position. See our full job description [here](#).

SORKIN CENTER UPDATE

Leadership Cohort

The Sorkin Center at Compass is wrapping up a six-month Children & Youth Leadership Cohort. Thanks to the 24 Executive Directors from Greater Washington, Greater Philadelphia, and Chicago who participated in this pilot program. Participants gathered for bi-weekly meetings to share ideas, build community, and support each other. Are you interested in participating in a leadership cohort? Watch for upcoming announcements and ways you can get involved. Contact [Wendy Gualtieri](#) for more information.

Compass Connect Conversation

Did you miss our Compass Connect Conversation, "Community Members Serving on

Boards”? [Click](#) to hear about the benefits and challenges of inviting community members to join your board, as well lessons learned from our panelists.

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The Alfred and Mary Douty Foundation
The Foundation for Delaware County
Hassel Foundation
MKM Foundation
The Philadelphia Foundation

**Greater Philadelphia
2020-21 Classic Clients**

The Behavioral Wellness Center • Bringing Hope Home • Chester County Fund for Women and Girls • City Year Philadelphia • Cradles to Crayons • Domestic Abuse Project of Delaware County • Friends Association for Care and Protection of Children • HIAS Pennsylvania • Judith Creed Horizons for Achieving Independence • Norris Square Community Alliance • Philadelphia Animal Welfare Society • Philadelphia Interfaith Hospitality Network • Philadelphia OIC • PYO Music Institute • Ronald McDonald House Charities of the Philadelphia Region • Schuylkill Center for Environmental Education • Urban Affairs Coalition • YWCA Tri-County Area • Zhang Sah

**Greater Washington
2020-21 Classic Clients**

Adventure Theatre MTC • Best Buddies International: Capital Region • Bridges to Independence • Coalition for the Homeless • Community Bridges • DC Jazz Festival • DC Rape Crisis Center • Edu-Futuro • Girls on the Run - DC, Montgomery County & Northern Virginia • Good Shepherd Housing • Institute for Market Transformation • Jubilee Jobs • Mi Casa • National Child Research Center • NAMI Northern Virginia • Potomac Riverkeeper Network • Safespot of Fairfax • SEEC • SchoolTalk • Shaw Community Center • Together We Bake • Words Beats & Life

**Chicago
2020-21 Classic Clients**

Albany Park Community Center • Chicago Lights • Claretian Associates • Compass to Care • Crushers Club • Dare2tri • Lawyers' Committee for Better Housing • Little City Foundation • Merit School of Music • North Side Housing and Supportive Services • Reading in Motion • Recipe for Change • Red Clay Dance Company • Share our Spare • Spark Program Chicago • TECH CORPS

ABOUT US

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 employees 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 over \$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 compassprobono.org.