NAVIGATING FORWARD

2020-21 ANNUAL REPORT
**COMPASS’ MISSION IS TO INSPIRE BUSINESS PROFESSIONALS TO ENGAGE WITH THEIR LOCAL NONPROFITS TO TRANSFORM COMMUNITIES.**

Letter from the President & CEO

I'm still in awe of Compass after leading the organization for 14 years and seeing Compass’ impact over the past 20 years! Listening to our nonprofit clients speak about their work still moves me. It’s an honor to work with them. When our volunteers talk about their experience at Compass, I’m amazed at the many ways Compass impacts them personally and professionally. I’m full of gratitude to all those who donate to Compass, which allows us to deliver our services. And finally, I watch in wonder as Compass employees pull out all the stops to ensure that our nonprofit clients and volunteers have a successful and enjoyable experience.

The last year challenged us all. With the pandemic continuing into Compass’ 2020-21 projects, the Compass team turned our highly personal, in-person program into a highly personal, virtual program. The results surprised us. 97% of clients said they received a high-quality consulting product, while 100% valued the Compass experience!

Everyone stepped up in incredible ways. Our donors supported us with essential contributions. Our volunteers provided support to their Compass clients beyond a consulting deliverable. Through our team-based Classic and Micro Projects, Compass supported 93 nonprofits in 2020-21. Through our COVID-response On Demand Projects, we connected 106 nonprofits each with an individual consultant. At the same time, the Sorkin Center at Compass moderated nine Compass Connect Conversations and piloted a cohort for 23 nonprofit leaders serving children and youth. We also matched 36 people onto 35 nonprofit boards, because if there is ever a time that requires the best from nonprofit boards, this is it. Together, we helped our communities navigate forward.

This Annual Report showcases Compass’ impact over the past year. We want to let you know how much of a difference you made in your community through Compass.

This fall, Compass reached the 20-year mark! For 20 years, nonprofits have turned to Compass for support and guidance. And for 20 years, we’ve provided pro bono consulting and more to advance local nonprofits. We have engaged more than 4,500 business professionals as volunteers. We have become integral to the communities we serve, and we plan to serve even more communities over the next 20 years.

Thank you to our donors, partners, volunteers, and clients for inspiring us each and every year. We are incredibly grateful!

With best wishes,

Suzanne B. Laporte

20 YEARS OF IMPACT

Letter from the President & CEO

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With best wishes,

Suzanne B. Laporte

2020-21 ANNUAL REPORT • 1
September 11, 2001
The world changed

September 15, 2001
HARVARD BUSINESS SCHOOL ALUMNI
launch pro bono consulting program to serve
Greater Washington

2020
COVID-19 pandemic
World changes again — we respond and pivot:
• Transition to virtual volunteer program
• On Demand and Thought Partner program launched
• Compass Connect Conversations created
• Convened first Executive Director cohort
• Partnership with Nonprofit Repositioning Fund in Philadelphia

1,077
PROJECTS
4,341
VOLUNTEERS
725
CLIENTS
106+ million in year-to-date pro bono consulting services
Figures are YTD

2001 – 2005
35 volunteers serve 5 local nonprofits in Year 1
Greater DC Cares becomes fiscal sponsor for Compass
Amy Gleklen hired as Part-time Director
COMPASS IS NAMED

2006
BOOZ ALLEN HAMILTON
first corporate supporter

2008
U.S. financial collapse, Great Recession ensues

2009
BECOMES INDEPENDENT 501(c)3
Attorneys added to teams

2011
MICRO PROJECTS
launched to serve smaller nonprofits
264 volunteers serve 39 nonprofits

2012
STRATEGIC PLAN for 2012–2017 prioritizes geographic expansion

2014
ON BOARD
launched
EXPANDED TO PHILADELPHIA

2016
909 volunteers serve 72 nonprofits
Expansion to Chicago
15TH ANNIVERSARY

2017
$1.5 MILLION GRANT builds Compass’ infrastructure to support greater impact

2018
SORKIN CENTER at Compass established to focus on board governance in honor of Jerry Sorkin

2020
Continue and evolve virtual programming
National Board and DC Board separate
Greater Washington rolled out as separate LLC
18 employees across three cities
Plan pilot projects in Minneapolis

2021

20 YEARS COMPASS
NATIONAL IMPACT

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

TECHNOLOGY
STRATEGY

Financials

REVENUE

- Individuals: 30.7% | $534,511
- Foundations: 28.0% | $487,650
- Corporations: 20.0% | $348,562
- Other: 21.2% | $369,113

TOTAL: $1,739,835

EXPENSES

- Program: 74.3% | $1,428,281
- Management and General: 12.9% | $248,679
- Development: 12.7% | $244,660

TOTAL: $1,921,621

REVENUE HISTORY: 2013-2021

Note: 2019-20 Revenue includes a multi-year grant that is recognized in its entirety this year.
Overview
The Sorkin Center for Nonprofit Governance honors the legacy of the late Jerry Sorkin, a former executive at CEB, now Gartner. His passion for supporting nonprofits and giving back through board service continues to inspire current and future leaders.

Established in 2017, the Sorkin Center supports and strengthens nonprofit boards and leaders through services that include:

- Matching business professionals to nonprofits seeking to strengthen and diversify their boards
- Providing board trainings for nonprofit board members, Executive Directors, and individuals considering board service
- Convening nonprofit leaders to address current challenges
- Educating and supporting the nonprofit community on timely topics
- Facilitating board retreats
- Delivering strategic planning consulting

On Board
The Sorkin Center’s board matching program, On Board, strengthens nonprofits by facilitating the matching of business professionals to their boards. Nonprofit board service enables candidates to give back to their local community on a substantive level along with providing leadership and professional development opportunities. This year, 36 candidates were placed on the boards of nonprofits in Greater Washington and Greater Philadelphia, bringing total placements to over 200 since the start of the program in 2014.

For more information about this year’s On Board cohort in Greater Washington, DC, please see page 22 and in Greater Philadelphia, please see page 44.

Annual Sorkin Summit
The fourth annual Sorkin Summit was held in May 2021. The Summit offered trainings on Governance, Nonprofit Finance, the Board’s Role in Fundraising, and Establishing and Supporting a Diverse and Inclusive Board. The two half-day sessions started with keynote addresses from Tom Monahan, President & CEO, DeVry University, and Juan Otero, Vice President of Diversity, Equity and Inclusion at Comcast. We were thrilled that 115 board members and Executive Directors attended the trainings from Greater Washington, Greater Philadelphia, Chicago, and other cities.

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

<table>
<thead>
<tr>
<th>Joan Barclay, Chief Operating and Financial Officer, Compass</th>
<th>Beth Dahle, Executive Director, Compass Philadelphia</th>
</tr>
</thead>
<tbody>
<tr>
<td>John Holloway, Associate Dean and Executive Director – Quattrone Center at the University of Pennsylvania; Board Chair, Philabundance</td>
<td>Jacqulyn Broughton Hugoe, Managing Counsel, Dominion Energy; Board of Directors, Compass Philadelphia</td>
</tr>
<tr>
<td>Loree D. Jones, Chief Executive Officer, Philabundance</td>
<td>Sophia Lee, Partner and Chief Diversity Officer</td>
</tr>
<tr>
<td>Emeritus, Blank Rome</td>
<td></td>
</tr>
<tr>
<td>Audrey Lyon, Executive Director, Yachad</td>
<td>Dean Miller, President &amp; CEO at Philadelphia Alliance for Capital &amp; Technologies (PACT)</td>
</tr>
<tr>
<td>Juan Otero, Vice President, Diversity, Equity and Inclusion, Comcast</td>
<td>Tom Monahan, President &amp; CEO, DeVry University</td>
</tr>
<tr>
<td>Kyle Moore, Senior Vice President of Global Commercial Banking, Bank of America; Board of Directors, The Child and Family Network Centers</td>
<td>Rhea Norwood, Sr. Director, HR Consulting, Small Business, Capital One</td>
</tr>
<tr>
<td>Sally Sloan, Director, Finance and Administration, Horizons Greater Washington</td>
<td>Monica Tijerina, Director, Communities and Corporate Giving, McDonald’s Corporation</td>
</tr>
<tr>
<td>Will Wu, Managing Partner and Diversity and Inclusion Lead, West Monroe</td>
<td></td>
</tr>
</tbody>
</table>

We would like to thank the speakers and panelists who led and participated in these Compass Connect topics this year:

- Junior and Young Professional Boards
- DEI Language
- Collaborative Leadership: Creating successful partnerships between nonprofit leaders and Board Chairs
- Creating a Culture of Innovation
- Community Members Serving on Nonprofit Boards
- Diversity, Equity and Inclusion
- Allyship: Become a Bridge-Building Ally in Promoting Social Justice
- The Critical Role that Nonprofits Play in the Fight for Social Justice and Racial Equity
- Managing Staff Engagement, Productivity and Culture in the Virtual World

For a complete list of speakers, please go to compassprobono.org and click on Sorkin Center, Compass Connect Conversations.

Leadership Cohort
The Sorkin Center facilitated a six-month Leadership Cohort of 25 Executive Directors from youth-serving organizations in Greater Washington, Greater Philadelphia and Chicago. The Cohort enabled Executive Directors from organizations with common interests to convene virtually, share ideas and best practices, work through challenges, and strengthen the youth community in their city.

2020-21 Leadership Cohort

2020-21 Sorkin Center Advisory Council
Thanks to these individuals for providing guidance and insights that help increase the impact of the Sorkin Center at Compass.

Abby Chernert
John Donoghue, President and CEO, CIBT
Bart Edgerton, Senior Manager, Governance Analytics
NACD
Sampriti Ganguli, CEO, Arabella Advisors
Hope Gleicher, Chief Strategy Officer, Identity, Inc.
Dr. Anjali Gupta, Adjunct Faculty, Georgetown University
Aaron Kissel, General Manager, Wall Street Journal
Tom Monahan, President & CEO, DeVry University
Kyle Moore, Senior Vice President of Global Commercial Banking, Bank of America

“Compass’ On Board program has been a real success story for us. Currently three of our 12 board members were introduced to us through this program including our Board President and Treasurer. Thank you for all you do at Compass. You are making a real difference at local nonprofits.”

2020 Nonprofit on Board Client

2020-21 Annual Report - 7
Institute for Market Transformation (IMT)
IMT aims to decarbonize the economy by catalyzing widespread and sustained demand for high-performance, energy-efficient buildings.
PARTNERSHIPS, COLLABORATIONS & MERGERS

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.

Technology Strategy

Washington Inner City Lacrosse Foundation (WINNERS Lacrosse)
WINNERS uses character-based education and the sport of lacrosse as vehicles to teach life skills to boys and girls from the inner city neighborhoods of Washington, DC.
SUSTAINABILITY ANALYSIS

BoA Board Development

GREATER WASHINGTON

<table>
<thead>
<tr>
<th>NUMBER OF VOLUNTEERS</th>
<th>NUMBER OF NONPROFIT CLIENTS</th>
<th>NUMBER OF VOLUNTEER HOURS</th>
</tr>
</thead>
<tbody>
<tr>
<td>388</td>
<td>104</td>
<td>33,715</td>
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</tbody>
</table>

Theatre Washington
Theatre Washington creates and invigorates audiences, strengthens the region’s theatrical workforce, and celebrates excellence on Washington stages.

Table of Contents
Sitar Arts Center
Sitar Arts Center engages under-served children and teens in the highest quality visual, performing, and digital arts.

DC Jazz Festival
DC Jazz Festival presents internationally renowned and emerging artists in celebration of jazz through dynamic programs that advance music education and unify diverse communities.

City Blossoms
City Blossoms develops and implements innovative programming and tools that build healthy neighborhoods and schools through creative, kid-driven green spaces.

Best Buddies International: Capital Region
Best Buddies empowers people with intellectual and developmental disabilities by helping them form meaningful friendships with their peers, secure successful jobs, live independently, and improve public speaking, self-advocacy, and communication skills.

Girls on the Run – DC, Montgomery County and Northern Virginia
Girls on the Run inspires girls to be joyful, healthy, and confident using a fun, experience-based curriculum that creatively integrates running, discussions, and activities.

Partnerships, Collaborations & Mergers
Capital Area Asset Builders (CAAB)
CAAB creates opportunities for low- and moderate-income individuals in the greater DC region to build financial security, savings, and wealth for the future.
FUNDING STRATEGY

SEEC
SEEC provides an array of services that help people with intellectual and developmental disabilities to direct their lives with dignity, choice, authority, and responsibility.
DECISION SUPPORT

Coalition for the Homeless
Coalition for the Homeless helps homeless and at-risk individuals and families transition to self-sufficiency through housing programs and supportive services.
FUNDING STRATEGY

Community Bridges
Community Bridges empowers girls from diverse backgrounds to become exceptional students, positive leaders, and healthy young women.
DECISION SUPPORT

Words Beats & Life
Words Beats & Life advocates for the transformative power of Hip-Hop culture in all its forms through arts education, creative employment, cultural diplomacy, and by centering marginalized voices.
TECHNOLOGY STRATEGY

Fihankra Akoma Ntoaso (FAN)
FAN serves teens in foster care by providing an after school and summertime “home base” with trained and supportive staff and programs.
TECHNOLOGY STRATEGY
Joe's Movement Emporium

Joe’s Movement Emporium is a cultural arts hub that inspires creativity through cultural experiences supporting arts education, job training, and a creative community.

**TECHNOLOGY STRATEGY**

“Compass gives small nonprofits like ours invaluable access to informed, strategic thinkers who graciously donate their time and talent. Once again, a Compass team will help us get unstuck, a place we might otherwise have languished. Thank you, Compass.”

**FAMILY & YOUTH INITIATIVE**

Plants and Blooms ReImagined

Plants and Blooms ReImagined uses donated and repurposed plants and flowers to create educational and therapeutic programs that enrich the lives of under-resourced and marginalized communities.

**INCUBATOR**

SchoolTalk

SchoolTalk serves DC youth with disabilities and their peers through direct youth programming, as well as through professional development and technical assistance for school leaders and staff.

**STRATEGIC MARKETING**

Bridges to Independence

Bridges to Independence leads individuals and families out of homelessness and into stable, independent futures.

**PARTNERSHIPS, COLLABORATIONS & MERGERS**

Woodley House

Woodley House is dedicated to helping people with mental illness live full and healthy lives with dignity by providing a full range of safe housing and mental health services.

**SUSTAINABILITY ANALYSIS**
Multicultural Career Intern Program (MCIP)
The aligned missions of MCIP and its partner, Columbia Heights Educational Campus, are to create an academically rigorous professional learning community that respects and responds to the diverse needs of under-served, at-risk youth.

BOARD DEVELOPMENT

Nu Sass Productions
Nu Sass Productions strives to encourage women in all aspects of theater, especially in those roles traditionally occupied by men, to create engaging, thought-provoking art while being a responsible local and global citizen.

SUSTAINABILITY ANALYSIS

Adventure Theatre MTC
Adventure Theatre MTC educates and inspires new generations of theater artists and audiences with exceptional theatrical experiences.

FUNDING STRATEGY

National Child Research Center (NCRC)
NCRC provides 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

Potomac Riverkeeper Network
Potomac Riverkeeper’s mission is to stop pollution in order to enhance the safety of our drinking water, protect healthy river habitats, and enhance public use and enjoyment.

FUNDING STRATEGY

Jubilee Jobs
Jubilee Jobs provides professional, compassionate job placement for people eager to work, but who have had difficulty navigating conventional business employment processes.

STRATEGIC MARKETING

"Compass’ board development project has been our guiding light as we seek to diversify our board and develop a more ambitious fundraising strategy. It truly could make the difference between a robust or a struggling program.”

SHAW COMMUNITY CENTER
Edu-Futuro
Edu-Futuro empowers immigrants and under-served youth and families through mentorship, education, leadership development, and parent engagement.

STRATEGIC ALIGNMENT

Family Place DC
The Family Place DC mission is to empower low-income families and to foster the optimal development of their young children through educational and support services.

FUNDING STRATEGY

New Endeavors By Women
New Endeavors By Women (NEW) transforms the lives of homeless women by providing housing, fostering life skills, and promoting education and employment to end the cycle of homelessness.

SUSTAINABILITY ANALYSIS

Edu-Futuro
Edu-Futuro empowers immigrants and under-served youth and families through mentorship, education, leadership development, and parent engagement.

STRATEGIC ALIGNMENT

We Happy Few
We Happy Few creates innovative and accessible dramatic presentations of classic texts.

FUNDING STRATEGY

BroadFutures
BroadFutures helps advance the inherent potential of young adults with learning disabilities in the workforce through partnerships that foster independence, self-advocacy, and successful employment.

DECISION SUPPORT

Father McKenna Center
The Father McKenna Center cares for families struggling with food insecurity and men facing homelessness by providing food, shelter, clothing, and services.

FUNDING STRATEGY

Mi Casa
Mi Casa provides quality affordable housing to low- and moderate-income households in the local DC area in order to promote healthy, thriving and diverse neighborhoods.

STRATEGIC ALIGNMENT

NAMI Northern Virginia
NAMI’s mission is to serve individuals affected by mental health conditions through education, support, and advocacy.

FUNDING STRATEGY

FUNDING STRATEGY

FUNDING STRATEGY

FUNDING STRATEGY

FUNDING STRATEGY
Shaw Community Center
Shaw Community Center’s mission is to enhance the lives of and expand opportunities for youth and families in the Shaw neighborhood.

SOLAS NUA
Solas Nua, ‘new light’ in Irish, is the only organization in the United States dedicated exclusively to contemporary Irish arts.

SafeSpot of Fairfax
SafeSpot provides a child-friendly, culturally sensitive environment that promotes the safety and well-being of child victims of abuse.

SUSTAINABILITY ANALYSIS
Tzedek DC
Tzedek DC’s mission is to safeguard 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.

STRATEGIC ALIGNMENT
Together We Bake
Together We Bake provides a comprehensive workforce training program to help women gain self-confidence, transferable workforce skills, and hands-on experience, which allows them to find sustainable employment and move toward self-sufficiency.

BOARD DEVELOPMENT
Washington Literacy Center
Washington Literacy Center’s mission is to raise the literacy level of adults in Washington, DC, such that they may function on the job, in the family, and in society.

FUNDING STRATEGY
IN Series
IN Series makes theater from music: transforming artists, audiences, and community by nourishing empathy, stimulating insight, and opening conversations.

TECHNOLOGY STRATEGY
Hyacinth’s Place
Hyacinth’s Place provides permanent affordable housing to women who are homeless and living with a mental health diagnosis.

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

BOARD DEVELOPMENT
DC Rape Crisis Center (DCRCC)
DCRCC provides survivor-centered advocacy through therapeutic services, training and technical assistance, community education, and public policy initiatives.

FUNDING STRATEGY
Good Shepherd Housing (GSH)
Good Shepherd Housing’s mission is to reduce homelessness, increase community support, and promote self-sufficiency.

STRATEGIC ALIGNMENT
“ The Compass experience was extremely valuable because the research, surveys, and feasibility study conducted allow us to go forward with one of the most important projects in the history of our organization. Without the support of the excellent Compass team, we would still be stuck at square one, without any real data to show whether our idea could become a viable reality.”

EDU-FUTURO
On Demand

Greater Washington

On Demand matches qualified business professionals onto 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 2020-21, Compass placed 21 candidates onto the following nonprofit boards in Greater Washington:

- Accokeek Foundation
- After School All-Stars
- Beacon House
- Britepaths
- Capital Area Asset Builder (CAAB)
- CASA DC
- Community Lodgings
- Cornerstone Montgomery
- Encore Stage & Studio
- Georgia Avenue Family Support Collaborative
- Homeless Children’s Playtime Project
- Horizons Greater Washington
- Identity
- Kid Power
- Our Military Kids
- SafeSpot
- Tudor Place
- Washington English Center
- Words Beats & Life

*More than one On Board candidate placed on the board.

On Board Interview Committee Greater Washington

Thank you to the On Board Interview Committee that interviewed individual candidates and nonprofit Executive Directors and Board Chairs.

Chief Bealess, John Cooper, Amy Cress, Cindy Gertz, Wendy Guattari, Anne Heeter, Malini Jhadha, Amy Kroll, Aniseley MacLean, Tom Mitchell, Amanda Miller, Naïris Rogers, Craig Schultz, Sally Sloan, Ken Taylor

On Board Corporate Sponsors

We would like to thank our corporate partners, Kastle Systems and ZS Associates, for sponsoring this OnBoard cohort.

On Demand Volunteers

- Neha Agarwal
- Shvaugn Ahem
- Chris Ashley
- David Bear
- Gad Ben-Yehuda
- John Bombase
- Tara Bravman
- Beth Casey
- Melissa Cristel
- Raji O’Drazen
- Megan Director
- Lisa Dubler
- Sikha Dunyo
- Eric Dupuis
- Stan Duvall
- Brett Feinstein
- Jim Fuechsel
- Lisa Gaffrey
- Cindy Gertz
- Gary Gold Montz
- Ross Goldberg
- Julie Granoff
- Teri Grossheim
- David Hirschland
- Rachel Hoang
- Dave Jackson
- Amanda Johnson
- Rhonda Jones
- Mike Kontra
- Burgess Levin
- Adam Leviner
- Penny Limber
- Pooja Malhotra
- Dawn McAneny
- Greg Miller
- Nandini Madhavan
- Mary Nicholak
- Rhea Norwood
- Beth Parcell
- Kristin Pfeiffer
- Natasha Rankin
- Sreeda Reddy
- Gai Reisman
- Robert Reisner
- Barbara Richard
- Amanda Richardson
- Lynn Rosenblatt
- Alice Shi
- Jon Silverman
- Jennifer Simon
- Cheryl Vance
- Robert Whitney
- Rob Wright
- Ari Zeltner

*Indicates that they volunteered on more than one project

On Demand Clients

- 40Plus of Greater Washington
- Alexandria Sportsman’s Club
- Anacostia Business Improvement
- District Arm & Arm
- Beacon House
- Bernie Scholarship
- Awards Program
- Bookworm Girl
- Bradley & Bradley Associates
- CareerCatchers
- Chamber Dance Project
- Chief First Authority City Year
- Coalition for the Homeless
- Community Reach of Montgomery County
- Cross Community Crossroads
- Community Food Network
- Doughboy Foundation
- Dreaming Out Loud
- Dumbarton Concerts/ Inner City Inner Child
- Dysyn Transitions For Elderly Care Falls Church
- Foundation Feed the Fridge First Shift Justice Project
- Germantown Cultural Arts Center/BlackRock Center for the Arts
- Girls on the Run of Montgomery County
- Glen Echo Park Partnership
- For Arts and Culture
- Hope for Henry
- Horizons Greater Washington
- Identity Insight Memory Care Center
- Iona Senior Services
- Marlow Guitar International
- MBA Growth Partners
- Montgomery County Faith Alliance for Climate Solutions
- Monumental Theatre Company
- National Academy of Public Administration
- National Art Education Association
- Neighborhood Design Center
- Nonprofit Virginia Black Chamber of Commerce
- Opera Lafayette Passion and Compassion
- Pathways to Housing DC
- Pink Space Theory
- Platform of Hope Safe Circles
- Sarah Bruce Youthwork
- SciTech2U Start-Up Champions Network
- Story District
- Story Tapestries Student Global Ambassador Program
- Washington Project for the Arts
- WINNERS Lacrosse
- Woman Warrior Wonders Early Learning and Extended Day
- GWENN ROSENER, PROJECT LEADER, BRIDGES TO INDEPENDENCE

Governing Board of Directors

2020-2021

- Ken Kido
- Ainsley MacLean, M.D.
- Mid-Atlantic Permanente
- Medical Group
- Julie Maner
- Thomas Milch
- Arnold & Porter LLP
- Kristalee Overdahl
- The Virent Group
- Eileen Ruby
- Paul Singer
- West Monroe Partners
- Peter B. Stone
- McKesson Corp.
- Steve Trouwen
- MCM Capital Partners
- Polly Vail
- Ex Officio
- Suzanne Laporte
- Compass President & CEO

Advocacy Board

- Cathy Bernasek
- Ern Blackwelder
- Julie Crider
- Corinne Chocolaad Dielh
- Todd Gibby
- Eric Guichard
- Bruce Haase
- Cassandra Hanley
- Anne Heeter
- Mohamed Kande
- Burgess Levin
- Alyssa Lovegrove
- Karen Mazzer
- Mary Stuart McCamy
- Dan McVane
- Bud Moeller
- Susan Park
- Nick Reding
- Nowell Rush
- Craig Schultz
- Sally Sloan
- Mark Walsh
- Nancy Watters
- Bob Winters
- Andrew Young

Greater Washington Board of Directors

2020-2021

John Collins, Chair
Navy Federal Credit Union

Kelly Turner, Vice Chair
United Therapeutics Corporation

Hurley Dody, Treasurer
Emerging Capital Partners

Laurie MacNamara, Secretary
GSA Technology Transformation Services

Lucretia Risolo, Member at Large

Julie Chapman

Selvi Clark
Booz Allen Hamilton

John Crain
452 Consulting

Hope Gleicher
Identity, Inc.

Hilary Joel
WJ Consulting
Special Thanks

CORPORATE SUPPORTERS

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

- Accenture
- AllianceBernstein
- Arnold & Porter
- Blank Rome
- Booz Allen Hamilton
- Capital One
- EY
- FTI
- Guidehouse
- Hogan Lovells
- Kipling
- Louisville
- KipsDeSanto
- Morgan Lewis
- Pariveda Solutions
- PwC
- Simpson Thacher
- World Bank Group

We thank the following volunteers from our Corporate Partners:

- Accenture
- AllianceBernstein
- Arnold & Porter
- Blank Rome
- Booz Allen Hamilton
- Capital One
- EY
- FTI
- Guidehouse

We also appreciate volunteer recruiting support from the following:

- Accenture
- AllianceBernstein
- Arnold & Porter
- Blank Rome
- Booz Allen Hamilton
- Capital One
- EAB
- Edgeworth Economics
- FTI
- Guidehouse

VOLUNTEERS FROM OUR CORPORATE PARTNERS

- Katie Shao
- Kelsey Brown
- Kenita Doss
- Kimberly Smith
- Kristin Carr
- Lauren Schneider
- Lindsay Ullrich
- Mark Smith
- Maryjo Martinez
- Miranda Kaufman-Waldron
- Nina Gabriel
- Rachel Hoang
- Robert Kang
- Ross Brown
- Semira Asfaha
- Shrutii Shah
- Tara Jakubik
- Tatevik Markaryan
- Vanessa May
- William Pickens
- Woudese Befikadu
- Zoe Borden
- Capital One
- Aaron Rabin
- Alexandru Sandu
- Angela Struenging
- Asmi Patel
- Benjamin Shriuli
- Clay Andreen
- David White
- Farshid Jahed
- Joseph Park
- Kiliian Suchokci
- Marnie Boyer
- Nada Kanaan
- Nicholas Vonutur
- Nick Wang
- Oghomwen Obaseki
- Peter Tan
- Rui Qian
- Scott Terry
- Steven Hanley
- William Chung
- Yunyi Cao
- Deloitte
- Jason Arkin
- Laura Carpenter
- Farah Imtiaz
- Brendan Maggiore
- Ariana Simone
- Lukas Yeshita
- EAB
- Brianna Gaines
- Catherine Dorigan
- Christopher Consolino
- Fiona Cavin
- Gus Passov
- Jahanara Saeed
- Jessie Huang
- Kaitlyn Maloney
- Katherine Whitesell
- Mizna Kanafani
- Teresa Frenzel
- Teresa Liu
- Zachary Maslia
- Edgeworth Economics
- Patrick Fink
- Alexander McGlue
- Andrew Ruvukun
- EY
- Ashley Vastag
- Emily Taylor
- Jahnvi Parikh
- Jayoon Lee
- Morgan Rising
- Samyuktha Warrier
- FTI
- Morgan Herman
- Laura Janss
- Guidehouse
- Dave Werzgic
- Gagan Vaseer
- Hemant Vallabhaparam
- Manish Streevatsa
- Hogan Lovells
- Ashley Howlett
- Daniel Davidson
- Leslie Graham
- Host Hotels & Resorts
- Mikiko Kitamura
- Judy Robinson
- IBM
- Adam Dorko
- Alexander Meo
- Alexi Greenberg
- Jana Chan
- Kaiser Associates
- Hannah Overton
- Ryan Craig
- KipsDeSanto
- Alexia Marchetta
- James Reid
- Joey Chadwick
- Marriott
- Christine Neal
- Morgan Lewis
- Brian Zimbler
- Courtney Nowell
- David Broderdorf
- David Sirignano
- Geordie Gerald
- Jeffrey Johnson
- John Aryanian
- Sandra Moser
- Tim Matthews
- Optum/Advisory Board
- Ashley Tidd
- Lena Rice
- Natalie Trebes
- Pariveda Solutions
- Cody Collins
- Ian Lenora
- Ben Neese
- PwC
- Cailyn Spencer
- Danny Foertin
- Hindy Shamah
- Janelle Mirabeau
- Kiara Cooper
- Simpson Thacher
- Christopher Healey
- James Doyle
- Sarah Ali
- Steven Grigoriou
- World Bank Group
- John Strongman
- Nidhi Khatri
- Ryna Ferlatte
- Une Lee

And special thanks to Share Fund for partnering with Compass to sponsor 25 Micro Projects for Share Fund grantees.

We are grateful for the support of foundations, which allows us to serve and strengthen the local nonprofit sector.

A. James & Alice B. Clark Foundation
Jack R. Anderson Foundation
Lantry Family Foundation
Share Fund
The Elmo Foundation
The Morris and Gwendolyn Cafritz Foundation
The William S. Abell Foundation

2020-21 Annual Report • 25
Volunteers

GREATERS WASHINGTON CLASSIC PROJECTS

Adventures Theatre
Ann Henry, Project Leader
Deborah Findlay, Project Leader

DC Jazz Festival
Lee Benson, Project Leader

DC Taxi Cabs
Delia Lauter, Project Leader

DC Theatre Projects
Cynthia Austin, Project Leader

DC Theatre Workshops
Cynthia Austin, Project Leader

DC Youth Arguments
Cynthia Austin, Project Leader

DC Youth Tragedy
Cynthia Austin, Project Leader

Dramatize DC
Cynthia Austin, Project Leader

Drama for a Divided City
Cynthia Austin, Project Leader

Drama for the Deaf
Cynthia Austin, Project Leader

Funding a Million Stories
Cynthia Austin, Project Leader

GREATERS WASHINGTON MICRO PROJECTS

BreadFutures
Ron Sokolov, Project Leader

Cupped Area Asset Builders
Sanjay Acharya, Project Leader

City Blossoms
Hannah Edwards, Project Leader

Compass
David Jackson, Project Leader

Family & Youth Initiative
Paula Jacobs, Project Leader

Family Place DC
Tolu Oluo, Project Leader

Fibanka Arkoma Nonsoa (FAN)
Jonathan Nissas, Project Leader

Hyacinth's Place
Matt Williams, Project Leader

IN Series
A.J. Jacobs, Project Leader

Joe's Movement Emporium
Sean Hull, Project Leader

Multicultural Career Intern Program
Jonathan Lods, Project Leader

New Endowments by Women
Une Lee, Project Leader

Nu Sass Productions
Ferlatte, Hedy Moolenaar

Plants and Blossoms Reimagined
Kim MacAdams, Project Leader

Shave
Barbara Gordon, Project Leader

Capital Arts Center
Catherine Gwin, Project Leader

NAMI Northern Virginia
Hemant Vallabhapuram, Project Leader

Jubilee Jobs
Denny Fortin, Project Leader

Labors of Love
Patricia Feinblatt, Project Leader

theatreWashington
Dana Smith, Project Leader

Tzedek DC
Matthew Greenman, Project Leader

Woodley House
Nicole Silverman, Project Leader

WINNERS Lacrosse
Steven Girolami, Project Leader

It is so very gratifying to use my professional skills to help a nonprofit organization that is addressing an issue or providing a service that I care about deeply.

MARY GROSS, PROJECT LEADER, NATIONAL CHILD RESEARCH CENTER
Finally, we would like to wish the best of luck to our volunteers:

- Lindsey Buss, World Bank Group
- Rajib Chanda and Christopher Brown, Simpson Thacher
- Rachel Strong, Morgan Lewis
- Catherine Brown, EAB
- Howard Hyde, Arnold & Porter
- Lisa Swearington, Marriott
- Alexia Marchetta, KippsDeSanto
- Alexi Greenberg, IBM
- Morgan Herman, FTI

Compass liaisons at their company or firm:

And thank you to the following volunteers for serving as the liaisons:

- Wong, Sarah Zolad
- Levin, Tonya Miles, Michele Molano, Rhea Norwood, Wes Payne, Dusty Riddle, Lucetia Risoles, Shrutl Shah, John Skeele, Steve Wing, Av Zentner

2021 COMPASS SUMMER INTERNS

Sophia Holm, Harry Martin, Dylan Zhang

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

- Colin Jones, Shrutl Shah and Anna King, Booz Allen Hamilton
- Marnie Boyer, Rhea Norwood, Dusty Riddle, Capital One
- Morgan Herman, FTI
- Alexi Greenberg, IBM
- Ali Cumber, Kasie Associates
- Alexea Marchetta, KippsDeSanto
- Lisa Swearingen, Marriott

“Community Bridges” launched a Compass project to help us in determining the direction the organization should go as we emerge from the pandemic. The team pushed us to think big and make decisions that will not only impact the organization positively today but moving forward for years to come.”

COMMUNITY BRIDGES
Teaching for Change
Turning the Page
Two Rivers Public Charter School
Washington English Center
(formerly Language ETC)
Washington Literacy Center
Washington Middle School for Girls
Washington Yu Ying Public Charter School
Words Beats & Life
YouthBuild Public Charter School

ENVIRONMENT
Acceekwe Foundation
Alice Ferguson Foundation
Anacostia Watershed Society
Audubon Naturalist Society
Bethesda Green
C&O Canal Trust
Coalition for Smarter Growth
Common Good City Farm
Earth Conservation Corps
Environmental Resources Trust **
Friends of the National Arboretum
Green America
Living Classrooms
National Cherry Blossom Festival
Rock Creek Conservancy
Wilderness Leadership & Learning

HEALTHCARE
Alzheimer’s Association
Brain Injury Services
Children’s Inn at NIH
Community Education Group
Community Ministries of Rockville
Emmanus Services for the Aging
Georgia Avenue Family Support Collaborative
Healthy Babies Project
Home Care Partners
Hope for Henry
Insight Memory Care Center
Mamato Village
Mental Health Association of Montgomery County
Metro TeamAIDS **
Northern Virginia Area Health Education Center
Northern Virginia Family Service
NOVA Scripture
Phoenix Houses of the Mid-Atlantic
Pregnancy Aid Centers
Realty, Inc.
Ronald McDonald House Charities of Greater Washington, DC
Seaburry Resources for Aging
So Others Might Eat (SOME)
Special Love for Children with Cancer
The Women’s Collective

HOUSING AND HOMELESSNESS
BEST Kids
Building Futures
Capital Area Food Bank
Carpenter’s Shelter
City First Enterprises
Community Lodgings
Community Ministries of Rockville
Cornerstone Community
DC Central Kitchen
DC Doors Empower
DC Equal Rights Center
District Alliance for Safe Housing
Facets
Father McKeona Center
Friends of Guest House
Good Shepard Housing and Family Services
Habitat for Humanity of Northern Virginia
Home Care Partners
Homestretch
Hope and a Home
House of Ruth
Housing Unlimited
Interfaith Works
KEYS for the Homeless Foundation
Manna Food Center
Martin’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
Our Daily Bread
Rachael’s Women’s Center **
Rebuilding Together Alexandria
Rebuilding Together Montgomery County
Sanitarium
Sanitarium Ministry of Greater Washington
Sasha Bruce Youthwork
So Others Might Eat (SOME)
Southeast Ministry
Stepping Stones Shelter
Street Sense
Thrive DC
United Community Ministries
United Planning Organization
Washington Area Community Investment Fund
Washington Legal Clinic for the Homeless
Westley Housing Development Corporation

HUMAN SERVICES
A Wilder Circle
Alexandra Seaport Foundation
American Red Cross
Arlington Thrive
Aspire Counseling
Ayuda
Bread for the City
Byte Back
Calvary Women’s Services
Capital Area Asset Builders
Capital Area Food Bank
Capital Post
Caregiver Action Network
CASE for Children of DC
Catalogue for Philanthropy
Charitable Churches of DC
Center for Nonprofit Advancement
Charge Up Collaborative
Child & Family Network Centers
Child Center and Adult Services
Children’s Law Center
City First Enterprises
Coalition for Smarter Growth
Community Crisis Services
Community Foundation for Northern Virginia
Community Foundation for the National Capital Region
Compass
Cornerstone Montgomery
Damest Ministries
DC Applesed
DC Arcadia Family Services
DC Bar Foundation
DC Bar Pro Bono Center
DC Diaper Drive
DC Employment Justice Center
DC Fiscal Policy Institute
DC Law Students in Court
DC Lawyers for Youth
DC Volunteer Lawyers Project
District Alliance for Safe Housing
Empower DC
Empowered Women International
Equal Rights Council
EveryMind
Fair Chance
Family Matters of Greater Washington
Far Love of Children
FRESHFARM Markets
Friends of Guest House
Georgia Avenue Family Support Collaborative
Good Shepard Housing and Family Services
Greater Prince William Community
Green Door **
Hand’s on Great DC Cares **
Healthy Babies Project
Hero Dogs
Hispanic Committee of Virginia **
House of Ruth
Impact Silver Spring
Insight Memory Care Center
Interfaith Works
Jewish Social Service Agency
Jovid Foundation **
Junior League of Washington
Kidsave International
Kiwanis Foundation of the District of Columbia
Korean Community Service Center of Greater Washington
Latin American Youth Center
Latinos Economic Development Center
Leadership Greater Washington
Leadership Sanctuary
Life Asset
LIFT-DC
Manna Food Center
Martha’s Table
Mary’s Center for Maternal and Child Care
Miram’s Kitchen
Mosaic **
My Sister’s Place
Nonprofit Assetable of Greater Washington **
Northern Virginia Area Family Service
OAR of Fairfax County
Operation Gratitude
Parent Enrichment Program
People Animals Love
Perry School Community Services Center
Platform of Hope
PRES
Public Allies
Rachael’s Women’s Center **
Sanitarium
Sanitarium Ministry of Greater Washington
Sasha Bruce Youthwork
So Others Might Eat (SOME)
So Others Might Eat
St. Ann’s Center for Children, Youth, and Families
Stepping Stones Shelter
Stone Soup Films **
Stop Child Abuse Now
STRIKE DC
Top Coleman Foundation
Tech Impact
The Literacy Lab
Total Family Care Coalition
Tzedek DC
United Planning Organization
Vehicles for Change
Veterans on the Rise
Voices for a Second Chance
Volunteer Fairfax
Volunteers of America - Chesapeake
Washington Area Bicyclist’s Association
Washington Area Community Investment Fund
Washington Empowered Against Violence **
Washington English Center
(formerly Language ETC)
Washington Inner City
Washington Regional Association of Grantmakers
WLBIE **
Wendt Center for Loss & Healing
Work Place DC
Workforce Organizations for Regional Collaboration **
Yachad
Yellow Ribbon Fund
YMCA of Metropolitan Washington

SENIOR SERVICES
Emmanus Services for the Aging
EDF-LA **
Empowered Senior Center **
Home Care Partners
Insight Memory Care Center
Iona Senior Services
Mental Health Association of Montgomery County
Seabury Resources for Aging
Senior Services of Alexandria

WORKFORCE DEVELOPMENT
Byte Back
Gear Up: Bicycles
Genesyos Works
LIFT-DC
Streets DC
Work Place DC

** Ceased operations or merged with another organization
<table>
<thead>
<tr>
<th>NUMBER OF VOLUNTEERS</th>
<th>NUMBER OF NONPROFIT CLIENTS</th>
<th>NUMBER OF VOLUNTEER HOURS</th>
</tr>
</thead>
<tbody>
<tr>
<td>274</td>
<td>59</td>
<td>25,116</td>
</tr>
</tbody>
</table>

**Zhang Sah**
Zhang Sah provides innovative programming that combines education, positive youth development, martial arts, and fitness to help individuals progress both physically and mentally.

**The Common Place**
The Common Place serves children and their families in Southwest Philadelphia through educational programs and social service collaboration.

**YWCA Tri-County Area**
YWCA Tri-County Area is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.
The Crossing
The Crossing, a Grammy-winning professional chamber choir, is dedicated to new music, exploring and expanding ways of writing for choir, singing in choir, and listening to music for choir.

**FUNDING STRATEGY**

Philadelphia Interfaith Hospitality Network
Philadelphia Interfaith Hospitality Network helps families experiencing homelessness to recover, stabilize, and become self-sufficient.

**PARTNERSHIPS, COLLABORATIONS & MERGERS**

Philadelphia Animal Welfare Society (PAWS)
PAWS is dedicated to saving Philadelphia’s homeless and at-risk animals so every healthy and treatable pet is guaranteed a home.

**BOARD DEVELOPMENT**

Coded by Kids
Coded by Kids prepares under-represented young people to succeed as tech and innovation leaders through project-based learning and mentorship.

**FUNDING STRATEGY**

Schuylkill Center for Environmental Education
The Schuylkill Center inspires meaningful connections between people and nature, fostering appreciation, deepening understanding, and encouraging stewardship of the environment.

**STRATEGIC ALIGNMENT**
PYO Music Institute
PYO Music Institute uses music education and the pursuit of music excellence to inspire a strong sense of character, discipline, commitment, and community for its diverse student population.

**FUNDING STRATEGY**

Judith Creed Horizons for Achieving Independence (JCHAI)
JCHAI provides independent living support, education, socialization opportunities, and life-skills training for adults with intellectual disabilities and helps them live and work successfully within the larger community.

**STRATEGIC MARKETING**

Urban Affairs Coalition (UAC)
UAC unites government, business, neighborhoods, and individual initiatives to improve the quality of life in the region, build wealth in urban communities, and solve emerging issues.

**STRATEGIC ALIGNMENT**

Intercultural Journeys
Intercultural Journeys boldly leverages the performing arts to catalyze social change, challenge bias, and create spaces for dialogue and understanding by presenting culturally diverse voices.

**FUNDING STRATEGY**

Ronald McDonald House Charities of the Philadelphia Region
Ronald McDonald House Charities improves the health and well-being of seriously ill children and their families by creating a community of comfort and hope.

**FUNDING STRATEGY**

ACHIEVEability
ACHIEVEability strives to permanently break the generational cycle of poverty for low-income, single parent, and homeless families.

**STRATEGIC ALIGNMENT**

Photo: Steve Weinik. Courtesy of Intercultural Journeys
Providence Center
Providence Center offers education programming for children, youth, and adults so they have the power and spirit to transform their lives and community.
FUNDING STRATEGY

The Behavioral Wellness Center
The Behavioral Wellness Center seeks to inspire hope, encourage change, and improve the Philadelphia community through delivery of behavioral health services.
FUNDING STRATEGY

Friends Association for Care and Protection of Children
Friends Association provides programs and services that prevent homelessness and promote independence of families with children in Chester County.
FUNDING STRATEGY

Chester County Fund for Women and Girls
The Fund for Women and Girls is dedicated to leading and uniting the Chester County community through philanthropy and advocacy, ensuring women and girls have the resources and opportunities to thrive.
FUNDING STRATEGY

“ Our Compass team helped us work through longstanding issues about evaluating our programs, creating a process that we look forward to adopting and using. It was such a luxury to have so many smart people help us crack a very tough nut!”
SCHUYLKILL CENTER FOR ENVIRONMENTAL EDUCATION

“ The most valuable part was the final deliverables, which will have us heading into our new fiscal year with a solid fund development plan.”
DOMESTIC ABUSE PROJECT OF DELAWARE COUNTY

“ The consulting provided by the Compass team helped us clarify our branding direction and provided immense strategic value to our organization.”
NORRIS SQUARE COMMUNITY ALLIANCE
Domestic Abuse Project of Delaware County
Domestic Abuse Project provides safety, advocacy, and support to victims in Delaware County

FUNDING STRATEGY

Philadelphia Youth Network
Philadelphia Youth Network creates coordinated systems, which promote the attainment of academic achievement, economic opportunity, and personal success.

TECHNOLOGY STRATEGY

Family Support Line of Delaware County
Family Support Line of Delaware County advances the prevention and treatment of child sexual abuse.

STRATEGIC ALIGNMENT

Graduate! Philadelphia
Graduate! Philadelphia helps lower- to moderate-income income adults achieve greater financial security and social mobility.

TECHNOLOGY STRATEGY

Philadelphia Auto and Parole, Inc.
Philadelphia Auto and Parole provides recently incarcerated individuals with basic automotive training courses and a certificate program to allow them to become self-sufficient and productive citizens.

FUNDING STRATEGY

Philadelphia Community Corps
Philadelphia Community Corps provides career training programs that empower underserved citizens to revitalize blighted neighborhoods by deconstructing vacant buildings and salvaging materials for reuse.

BOARD DEVELOPMENT

Norris Square Community Alliance
Norris Square Community Alliance empowers residents to become self-reliant and to unite and build the community by developing and improving the physical, economic, social, cultural, and educational aspects of the neighborhood.

STRATEGIC MARKETING

“Our Compass team listened to our hope-based plans and dreams and turned it into an actual plan and as we requested in our application, a road map of how to get there.”

FRIENDS ASSOCIATION FOR CARE AND PROTECTION OF CHILDREN
Bringing Hope Home

Bringing Hope Home provides emotional and financial support to families with cancer, alleviating stress by paying essential household bills.

FUNDING STRATEGY

Cradles to Crayons

Cradles to Crayons provides children living in homelessness or low-income situations with the essentials they need, free of charge.

DECISION SUPPORT

J. Lewis Crozer Library

The J. Lewis Crozer Library provides equal access to information for all; ensures understanding of relevant community needs in the city of Chester and beyond; and fosters lifelong learning, empowerment, and success for all ages.

STRATEGIC ALIGNMENT

HIAS Pennsylvania

HIAS Pennsylvania provides legal, resettlement, citizenship, and supportive services to immigrants, refugees, and asylum seekers to ensure their fair treatment and full integration into American society.

STRATEGIC ALIGNMENT

Philadelphia OIC

Philadelphia OIC is dedicated to the elimination of poverty, unemployment, and illiteracy, helping people develop the skills they need to secure jobs and advance in their careers.

STRATEGIC ALIGNMENT

City Year Philadelphia

City Year Philadelphia works to advance educational equity through service, staffing schools with volunteers to provide holistic support to students, classrooms, and faculty.

BOARD DEVELOPMENT
Compass’ On Board program matches qualified business professionals onto the boards of local nonprofits seeking board members. On Board builds 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 2020-21, Compass placed 34 candidates onto the following nonprofit boards in Greater Philadelphia:

ACHIEVEability

Smith Memorial Playground and Playhouse Wagner Free Institute of Science

*On Board candidate placed on board committee

ON BOARD INTERVIEW COMMITTEE PHILADELPHIA

Thank you to the On Board Interview Committee that interviewed individual candidates and nonprofit Executive Directors and Board Chairs.

Amy Cress, Jack Crowley, Beth Dahle, Wendy Gualtieri, Barbara Mihatov, Michele Molano, Robb Muse, Wes Payne, Frank Perras, Laurie Rosard, Jay Rose, Ben Schimeniek, Mike Zeidhack

SERVICE LINE TRAINERS
David Bear, Marmie Boyer, Patricia Crawford, Lawana Dumas, Eric Heisler, Paula Jacobs, Jeff Kass, Rob Levin, Michele Molano, Rhea Norwood, Wes Payne, Dustie Riddle, Lucretia Riosole, John Skeele

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

COMPASS INTERNS
Amelia Marion, Elizabeth Hasson

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
Yale School of Management

FAREWELL AND BEST WISHES
Thank you to Beth Dahle for her seven years of leadership as the first Executive Director of Compass Philadelphia. Beth built Compass’ programs to support local nonprofits, created lasting funding relationships, and left Compass with impactful partnerships in place.

SUPPORTING Mergers and Sustained Collaborations
Compass and the Greater Philadelphia Nonprofit Repositioning Fund, a regional effort that encourages and supports collaboration between and among nonprofit organizations, entered into a partnership to support nonprofits considering sustained alliances. By leveraging local talent, Compass can extend the Repositioning Fund’s resources to support more prospective nonprofit collaborations. At the same time, the partnership advances Compass’ work to harness the expertise of local business professionals seeking to support nonprofits. Compass will provide access to services that have previously been unavailable through the Fund.

On Board Greater Philadelphia

Special Recognition

GREATRER PHILADELPHIA

CLIENT SELECTION COMMITTEE
Brett Atkins, Ari Bontkauk, Lawana Dumas, Danielle Haakmaat, Paul Hashemi, Eric Heisler, Francis Humann, Nancy Katz, Bob Kuehl, Melissa Lapp-LeBasso, Rob Levin, Brent Martin, Barbara Mihatov, Robb Muse, Julie Pare, Frank Perras, Scott Sameroff, Ben Schimeniek, Jeff Turi, Ian Wixman, Lloyd Wishba

PROJECT ADVISORS
Kelsey Bailey, David Bear, Doug Bloom, Debbie Buchwalter, Lawana Dumas, Amanda Giordano, Eric Heisler, Francis Humann, Jeff Kass, Valerie Lenz, Alice Levy, Barbara Mihatov, Diego Rimon, Jay Rose, Ben Schimeniek, Mike Zeidhack

SERVICE LINE TRAINERS
David Bear, Marmie Boyer, Patricia Crawford, Lawana Dumas, Eric Heisler, Paula Jacobs, Jeff Kass, Rob Levin, Michele Molano, Rhea Norwood, Wes Payne, Dustie Riddle, Lucretia Riosole, John Skeele

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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
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On Demand

ON DEMAND VOLUNTEERS
Hameet Arora
Yuliya Benina
Manan Conicella
Lynn Dahlin
Mark Dible
Deborah Enea
Bryonik Esposito
Nathan George
Kumud Goyal
Sam Griffith
Steven Gross
Andrew Heffner
Jennifer Heller
Carole Heys
Angela Hu
Cecilia Jenkins
Nancy Katz
Rafal Lee
Amy Lottus
Priya Rangarajan
John Rice
Thomas Scurot-Davis
Howard Sitron
Carolyn Specter
Jennifer Starbuck
Elizabeth Tabas
Rebecca Tone
Jeff Wilson

ON DEMAND BOARD OF DIRECTORS

2020-2021
Ed DeLussey, Board Chair
Accenture

Robert Levin, Treasurer
CIS Ventures, LLC

Jacquelyn Broughton
Hugue

Dominion Energy

Dre Collier
Campbell Soup Company

John Collins, Compass National Board Chair
Navy Federal

Erinn Corbett-Wright
TD Bank

Amanda Giordano
PwC

Eric Heisler
Comcast

Holly Humphrey
HH Communications & Consulting L.L.C.

Suzanne Laporte, President & CEO
Compass

GREATRER PHILADELPHIA

CORPORATE SPONSORS

Blue Cross, Slalom and ZS Associates, for sponsoring this On Board cohort and

We would like to thank our corporate partners, Freedom Mortgage, Independence Business School of Business

UNC Kenan-Flagler Business School
Tuck School of Business at Dartmouth
Stanford Graduate School of Business
Northwestern Kellogg School of Management
Michigan Ross School of Business
Harvard Business School
Baker Tilly

Heather Sonnenberg
Blank Rome LLP
Richard Sternhell
Eliz beth Tabas
Reed Smith LLP
Ian Waxman
AmeriHealth Caritas
Stephen A. Zipf, Jr.
Hampton-Haddon Marketing Corp.

Ex Officio
Beth Dahle, Executive Director
Compass Philadelphia

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SUPPORTING Mergers and Sustained Collaborations
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GREATRER PHILADELPHIA

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Tuck School of Business at Dartmouth
Stanford Graduate School of Business
Northwestern Kellogg School of Management
Michigan Ross School of Business
Harvard Business School
Baker Tilly

Heather Sonnenberg
Blank Rome LLP
Richard Sternhell
Eliz beth Tabas
Reed Smith LLP
Ian Waxman
AmeriHealth Caritas
Stephen A. Zipf, Jr.
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We are incredibly grateful for financial support from the following Corporate Partners:

- Accenture
- AmeriHealth Caritas
- Ballard Spahr
- Blank Rome
- Boozing
- Comcast
- Deloitte
- Empirical Consulting
- Solutions
- EY
- Freedom Mortgage
- Independence Blue Cross
- IQVIA
- iRelaunch

We appreciate volunteer recruiting support from the following:

- ZS Associates
- UGI Corporation
- US Army
- The White House

VOLUNTEERS FROM OUR CORPORATE PARTNERS

We thank the following volunteers from our Corporate Partners:

- Accenture
- AmeriHealth Caritas
- Ballard Spahr
- Blank Rome
- Boozing
- Comcast
- Deloitte
- Empirical Consulting
- Solutions
- EY
- Freedom Mortgage
- Independence Blue Cross
- IQVIA
- iRelaunch

We are grateful for the support of foundations, which allows us to serve nonprofit sector.

- Douty Foundation
- The Alfred and Mary Philadelphia Foundation
- Hassel Foundation
- Delaware County Foundation for Nonprofit Service
- Connelly Foundation
- Anderson Family Foundation
- Connelly Foundation
- Douty Foundation

Clients 2013-2020

- Animal Welfare
- Pennsylvania SPICA
- Anti-Violence/Violent Interruption
- Chester Community Coalition
- Women Against Abuse
- Women Organized Against Rape
- Women’s Center of Montgomery County

Arts and Culture

- Artech
- ArtWell
- Asian Arts Initiative
- Beacon Theatre Productions
- BuildABridge International
- Commonwealth Youthchoirs
- Cleo in the National Trust
- Georgia O’Keeffe Interdisciplinary School of Music
- Greater Philadelphia Cultural Alliance
- Main Line Art Center
- Pennsylvania Academy of the Fine Arts
- The Whitesbog Preservation Trust, Inc.

Children and Youth

- After School Activities Partnerships
- Art Sphere, Inc.
- Center for Aquatic Sciences at Adventure Aquarium
- Council of Spanish Speaking Organizations (El Concilio)
- Cradles to Crayons
- Diversified Community Services
- Eluna
- Frontline Dads, Inc.
- Mighty Writers
- North Light Community Center
- Rock to the Future
- Ryan’s Case for Smiles
- Simon’s Heart
- Smith Memorial Playground and Playhouse
- Students Run Philly Style
- Team Up Philly
- Uplift Center for Grieving Children

Disability Services

- Pennsylvania Assistive Technology Foundation
- Programming and People

Economic Development

- African-American Chamber of Commerce
- ImpactPhilly
- Sustainable Business Network of Greater Philadelphia

Education

- Campus Philly
- Center for Literacy
- Chester County CIC
- College Together
- Community Learning Center
- Food Moxie
- Fresh Artists

Volunteers from Our Corporate Partners

- Accenture
- AmeriHealth Caritas
- Ballard Spahr
- Blank Rome
- Boozing
- Comcast
- Deloitte
- Empirical Consulting
- Solutions
- EY
- Freedom Mortgage
- Independence Blue Cross
- IQVIA
- iRelaunch

Special Thanks

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We appreciate volunteer recruiting support from the following:

- ZS Associates
- UGI Corporation
- US Army
- The White House

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- Fresh Artists
Little City Foundation

Little City Foundation provides innovative and personalized programs for children and adults with intellectual and developmental disabilities, empowering those individuals to create a meaningful life.

**FUNDING STRATEGY**

Dare2tri

Dare2tri helps build confidence, community, health and wellness to enhance the lives of individuals with physical disabilities through swimming, biking and running.

**STRATEGIC ALIGNMENT**

Merit School of Music

Merit School of Music works to transform the lives of Chicago-area youth by removing barriers to high-quality music education, including tuition-free private lessons for those who cannot afford them.

**FUNDING STRATEGY**

Chicago Lights

Chicago Lights builds brighter futures for Chicago’s youth and adults through supportive relationships and life-changing programs, including mentoring, academic enrichment, career development, and arts education.

**STRATEGIC ALIGNMENT**
Share Our Spare
Share Our Spare collects and distributes new and gently used baby items with the goal of ensuring that every child (ages 0-5) has the essentials necessary to thrive.

PARTNERSHIPS, COLLABORATIONS & MERGERS

Recipe for Change
Recipe for Change provides culinary instruction, job skills training, and fine arts enrichment to detainees in the Cook County Jail, with the goal of empowering and equipping them to gain employment upon reentry to society, thereby reducing recidivism.

FUNDING STRATEGY

Spark Program Chicago
Spark engages communities, companies, and volunteer mentors to provide career exploration and self-discovery opportunities that help middle school students understand, experience, and pursue what’s possible.

STRATEGIC MARKETING

Red Clay Dance Company
Red Clay Dance Company lives to awaken “glocal” change through creating, performing and teaching dances of the African Diaspora – change that transforms cultural and socio-economic inequities locally and globally.

STRATEGIC MARKETING

TECH CORPS
TECH CORPS educates, excites, and empowers kids with technology by bringing computer science programming to under-served schools and by actively engaging technology professionals to increase students’ exposure to technology careers.

STRATEGIC MARKETING

Crushers Club
Crushers Club aims to be the strongest alternative to gangs by providing high-risk boys and young men the support and skills needed to restore their lives and improve their neighborhood using boxing, music, and peer mentoring techniques, along with paid jobs.

FUNDING STRATEGY

"The Compass project gave me the tools and deliverables to take my funding to the next level. They also gave me the confidence to approach larger donors by providing an extremely high-quality deck with instructions and suggestions.”

CRUSHERS CLUB
Governance

CHICAGO BOARD OF DIRECTORS
2020-2021

Howard Katz, Chair
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Arnita Curtis
Sprout Social

Jason Felger
Jump Capital

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Kristyn Friske
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CASEL

Carol Rubin
Jenner & Block

Alberto Ruocco
West Monroe Partners

Ex Officio
Natalie Tessler, Executive Director
Compass Chicago

FAREWELL AND BEST WISHES

Thank you to Natalie Tessler for supporting Chicago nonprofits and engaging volunteers for three years as Executive Director of Compass Chicago.

Claretian Associates
Claretian Associates provides affordable housing and vital services that benefit the safety and well-being of South Chicago families, including the Safe Passage Program to ensure children can safely get to and from school.

Strategic Alignment

North Side Housing and Supportive Services
North Side Housing and Supportive Services aims to end homelessness by serving nearly 700 clients annually with temporary housing, permanent housing support, healthcare, mental health services, and meals.

Strategic Alignment

Compass to Care
Compass to Care ensures that children whose families are in need of financial assistance can access life-saving cancer treatment by making travel to and from the hospital free.

Strategic Alignment

Lawyers’ Committee for Better Housing
Lawyers’ Committee for Better Housing provides free legal and supportive services to improve housing stability for lower income renters, including eviction avoidance, while advocating for the rights of all renters.

Board Development
Special Recognition

On Demand

Special Thanks

CHICAGO

CHICAGO CLIENT SELECTION COMMITTEE
Jay Abraham, John DeBlasio, Amy Everard, Josh Flanders, Kristyn Friske, Marci Goldberg, Mike Hannon, Sid Panjwani, Cynthia Ploczuch, Toby Sachs, Shiven Shah, Julie Silverstein, Rohit Srivastava, Jennessa Tabba

SERVICE LINE TRAINERS
Jay Abraham, Josh Flanders, Marci Goldberg, Cynthia Ploczuch, Shiven Shah

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

KELLOGG BOARD FELLOW
Tara Roudi

PARTNERING BUSINESS SCHOOL ALUMNI CLUBS
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
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
Yale School of Management

ON DEMAND VOLUNTEERS
Bob Cohen
Cynthia Garde
Karen Gordon
Marah Matthews
Sneha Reddy
Leah Sorini
Dina Winder

ON DEMAND CLIENTS
Better Government Association
Cancer Wellness Center
Empower Illinois
Fifth House Ensemble
Margaret’s Village
Perspective Charter Schools
Women in Need Recovery

ON DEMAND VOLUNTEERS

We are gratefully

VOLUNTEERS FROM OUR CORPORATE PARTNERS

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

Business Talent Group
Capital One
Holland & Knight
iRelaunch
Korn Ferry
Mayer Brown
Northern Trust
Oliver Wyman
Sidley
West Monroe Partners
Winston & Strawn

This was a professionally and personally rewarding experience (I’d even go so far as to say that it was transformative at times) to gain new skills and use existing skills in a context of ‘giving back’ to communities and organizations that truly value the effort.”

KIM WEINER, DEPUTY PROJECT LEADER, MERIT SCHOOL OF MUSIC
Volunteers

CHICAGO CLASSIC PROJECTS

Chicago Lights
Susan Weiss, Project Leader
Moyo Ayai, Liz DiBonf, Derek Diemer, Erin Disgrando, Phil Fry, Sathak
Nandamuri, Mary Piatt, Matt Zega

Clerestary Associates
Bela Baner, Project Leader
Arjun Bhaskar, Deputy Project Leader
Eugene Beckles, Jennifer Cline, Daniel Chopp, John Gaid, Nabanita Ghosh, Francois Truc, Diane Weil

Compass Chicago
Sally Schaar, Project Leader
Saba Khalid, Deputy Project Leader
Lizzy Bailey, Kivan Fisher, Stacie Keller, Joanna McInerney, Cat Miller, Anne Snyder, Bill Terry

Compass to Care
Boros Boczkowicz, Project Leader
Sam Padril, Deputy Project Leader
Abby Evans, Misola Leikinen, Kirk Niels, Felix Ogibe, Rupa Patel, Harshita Reddy, Alex Ross, Anastasia Sotropoulos

Crackers Club
Chris Jones, Project Leader
Marisa Lucht, Deputy Project Leader
Kathleen Caffrey, Jack Echenu, Amy Everard, Jimena Garcia Vela, Brian Hayes, Ric Mandigo, Laurie Amy Everard, Jimena Garcia Vela, Brian Hayes, Ric Mandigo, Laurie Parker, Tory Sharp

Dare2tri
Matt Taylor, Project Leader
Ed McCarter, Deputy Project Leader
Erika Arnold, Steve Bergstrom, Ben Gaia, Lisa Howard, Matthew McKechnie, Julia Waggoner, Flynn Walker

Lawyer’s Committee for Better Housing
Douglas Allen, Project Leader
Alexis Cardoso, Peter Hock, Candace Jackson, Ehsan Kh, Cynthia Plouché, Marcella Raymond

Little City Foundation
Jed Flanders, Project Leader
Kim Coday, Maria Orte, Wendy Knit, Beth Lalaissière, Torin Lacher, Stephen Scott, Saim Shujaat

Merit School of Music
Bora Un, Project Leader
Kim Weiner, Deputy Project Leader
Julie Blackhall, Patricia Crawford, Mark Flubacker, Sarah Letson, Lydia Liu, Mark Thame, Shannon Taylor, Connor Zautke

North Side Housing and Supportive Services
Steve Healy, Project Leader
Stacey Meyer, Deputy Project Leader
Daniel Kelly, Ench Kir, Lauren Piazza, Ariana Song, Aman Sut, Andrea Wilson, Carolyn Zeng

Recipe for Change
Nicole Liss, Project Leader
Julia Silverstein, Deputy Project Leader
Megan Fearday, Melissa Graham, Mike Hannon, Kenneth Plaisted, Daniel Podolsky, Pam Screen-James, Eli Sheam

Red Clay Dance Company
Libby Boewell, Project Leader
Evan Saunders, Deputy Project Leader
Christine Beattie, Jane Berkowitz, Bri Bitting, Alex Collet, Melissa DeCicco, Kate Kelly, Brandon Massingill, Elisabeth Moore

Share Our Spare
Liz Kitts, Project Leader
Eva Stoichzhouva, Deputy Project Leader
Luis Bendana, Bruce Bendix, Ryan Li, Elitzia Mekkes, Valerie Reich, Dan Sperer, Danielle Young, Coco Zhang

Spark Program
Shashank Panchampara, Project Leader
Patty Bloomfield, Deputy Project Leader
Nate Grabner, Brandi Head, Susan Missner, Greg Ramay, Christine Rohan, Lacey Shearer, Madison Smith

TECH CORPS
Naira Ahmad, Project Leader
Phiala Talukder, Deputy Project Leader
Judy Bahary, Mark Eichelberger, Lynne Feeney, Ram Gundapaneni, Alex Persha, Jennessa Tabba

ARTS AND CULTURE
Enrich Chicago
Victory Gardens Theater

CHILDREN AND YOUTH
B2GCHI
America SCORES Chicago
BUILD
Chicago Fire Foundation
Concordia Place
Gary Comer Youth Center
Healthy Schools Campaign
MAPS
Marwen
MetroSquash
National Runaway Safeline
Youth Outreach Services

CIVIC
Better Government Association
John Howard Association of Illinois

EDUCATION
Academy for Urban School Leadership
Perspectives Charter Schools
SAGA Innovations

HEALTHCARE
Caner Wellness Center
Chicago Women’s Health Center
Community Health

HOUSING AND HOMELESSNESS
Chicago Furniture Bank
Facing Forward
Housing Choice Partners
Inspiration Corporation
Margaret’s Village
Northwest Side Housing Center
St. Martin de Pores House of Hope

HUMAN SERVICES
Apa Ghar
Center for Conflict Resolution
Chinese Mutual Aid Association
Illinois Joining Forces
HANA Center
Legal Aid Society of Metropolitan Family Services
Resilience
The Resurrection Project
Volunteers of America Illinois

VIOLENCE PREVENTION
The Renaissance Collective

Compass Team

COMPASS NATIONAL
Suzanne B. Laporte
President & CEO

Joan Barclay
Chief Operating and Financial Officer

Patricia Crawford
Director of Philanthropy

Suzanne Piner
Director of Communications

Amy Cress
Executive Director, The Sorkin Center

Wendy Guzialieri
Managing Director, The Sorkin Center

Courtney Howell
Assistant Program Manager

Ainari Bing-Way
Assistant Communications Manager

Ruby Berlin
Assistant Development Manager

Remy Rey
Princeton Project 55 Fellow

GREATER WASHINGTON
Hallie Smith
Executive Director

Tonya Miles
Program Manager

Alexandra Rivera
Associate Program Manager

GREATER PHILADELPHIA
Dr. Melinda Johnson
Executive Director

Shelley Dinehart
Program Manager

Megan Toney
Associate Program Manager

CHICAGO
Melissa Rodriguez Lapica
Managing Director, Consulting Programs

Brigitte Ozello
Managing Director, Development and Partnerships

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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 staffs 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 4,341 business professionals with nonprofits to complete 1,077 projects, providing more than $106 million in pro bono consulting services. To date, Compass has also placed 200 professionals onto 129 nonprofit boards. For more information, visit us at www.compassprobono.org.