



Compass

2015-16 Annual Report



COMPASS' MISSION IS TO INSPIRE THE ACTIVE ENGAGEMENT OF BUSINESS PROFESSIONALS WITH THEIR LOCAL NONPROFITS TO TRANSFORM COMMUNITIES.

ON THE COVER

DC Central Kitchen

Strategic Partnerships and Collaborations
DC Central Kitchen provides healthy meals for children and adults in need, as well as job opportunities for adults overcoming homelessness, addiction, and incarceration.

“As a result of the Compass project, we received amazing feedback from our staff and that has ignited their interest in wanting to find creative methods to continue to measure our impact across the organization.”

DC Central Kitchen

Marriott Foundation for People with Disabilities

Funding Strategy
The Foundation's centerpiece program, Bridges from School to Work, provides employment for young people with disabilities.





After School Activities Partnerships

Board Development

ASAP's mission is to develop high-quality after school activities and resources to empower youth and strengthen communities in Philadelphia.



THE YEAR IN REVIEW

The past year has been tremendously successful and exciting. Compass brought more than 400 business professionals into the nonprofit sector in Greater Washington and engaged 90 professionals in Greater Philadelphia.

In Greater Washington, we provided consulting teams to 60 local nonprofits. In addition, Compass matched 32 business professionals onto the boards of 27 nonprofits through our newest initiative, On Board. In Greater Philadelphia, we placed Compass consulting teams with 10 local nonprofits – in just our third year of operations! And finally, we began exploratory conversations in Chicago about opening a Compass office there.

At the same time that our attention was focused on the present and future, we also had a unique opportunity to look backwards as Compass completed its 15th year of projects. As we planned for our 15th Anniversary Celebration in November 2016, we had the chance to reminisce with Compass' founders, long-time volunteers and supporters. These conversations reinforced, and sometimes explained, why Compass continues to resonate with nonprofits and volunteers alike.

Since the early years, Compass has kept its eye on providing a high-touch program focused on a quality experience for both the nonprofits receiving services and the business people giving their time. Compass started as a small group of people who, in September 2001, came together to contribute to their community at a time of national crisis. Over the years, we have maintained that sense of community and shared commitment at Compass. Our volunteers know the Compass staff and know each other. Amazingly over 60% of last year's volunteers in Greater Washington had volunteered with Compass previously, as had 30% of volunteers in Greater Philadelphia.

Compass found its legs in Washington. Then we learned in Philadelphia that our program transfers to other communities. In both of these cities, Compass has been nurtured by the companies, the foundations, and most importantly by the individuals who understand the value of business people engaging at a deep level in the success of the community in which they live.

As we wrap up our 2015-16 project year, we want to take this moment to thank everyone who made the past year a success – our nonprofit partners, our volunteers, the Compass Board of Directors, our Advisory Board, and the donors who ensure that the good work continues. Happy 15th to Compass, and to all of you who have been part of this journey.

With deep gratitude,

Julie Maner
Board Chair

Suzanne B. Laporte
President



Wilderness Leadership & Learning

Funding Strategy

WILL's mission is to provide challenging learning opportunities that inspire youth to make good decisions, become effective leaders, and achieve their goals.





Spooky Action Theater

Strategic Alignment

Spooky Action Theater's mission is to recharge its audience's imaginative, intuitive, emotional core and rekindle its shared consciousness.



Girls on the Run of Montgomery County, MD

Strategic Alignment

Girls on the Run of Montgomery County's mission is to educate and prepare young girls for healthy living through running activities.



Cornerstone Community DC

Funding Strategy

Cornerstone Community DC provides a home and supportive services for homeless men with HIV/AIDS, as well as other physical and mental health issues.



“ A year ago my board could not agree on the future direction of our organization because we lacked the information necessary to make strategic decisions. Our board now has a clear understanding of what our options are and how best to pursue them.”
Girls on the Run of Montgomery County, MD



Madison House Autism Foundation

Board Development

Madison House Autism Foundation provides support, opportunities, and hope to adults with autism and their families.

A Wider Circle

Strategic Alignment

A Wider Circle works to alleviate poverty by providing basic need items, education and job preparedness and support.

Green Door

Strategic Alignment

Green Door helps men and women living with severe and persistent mental illness to lead independent and productive lives.



The Next Step Public Charter School

Strategic Planning

Next Step provides students aged 16-24 who are not supported in traditional high schools with the opportunity to continue their education.



“ It would be hard to envision a better team or product.”
Next Step Public Charter School

Joe's Movement Emporium

Strategic Alignment

Joe's Movement Emporium promotes world performance traditions with an emphasis on dance and movement.



Signature Theatre

Strategic Alignment

Signature Theatre is a Tony Award winning theatre that produces contemporary and classic musicals and plays.



“ [The team] researched ways other organizations create revenue through the sale of merchandise... they validated my gut instinct about the long-term value of our children's books.”
Reach Incorporated

Reach Incorporated

Funding Strategy

Reach Incorporated develops readers and leaders by preparing teens to serve as reading tutors and role models for younger students.



Girl Scout Council of the Nation's Capital

Funding Strategy

The Girl Scout Council works to build girls of courage, confidence and character.

Reading Partners

Strategic Marketing

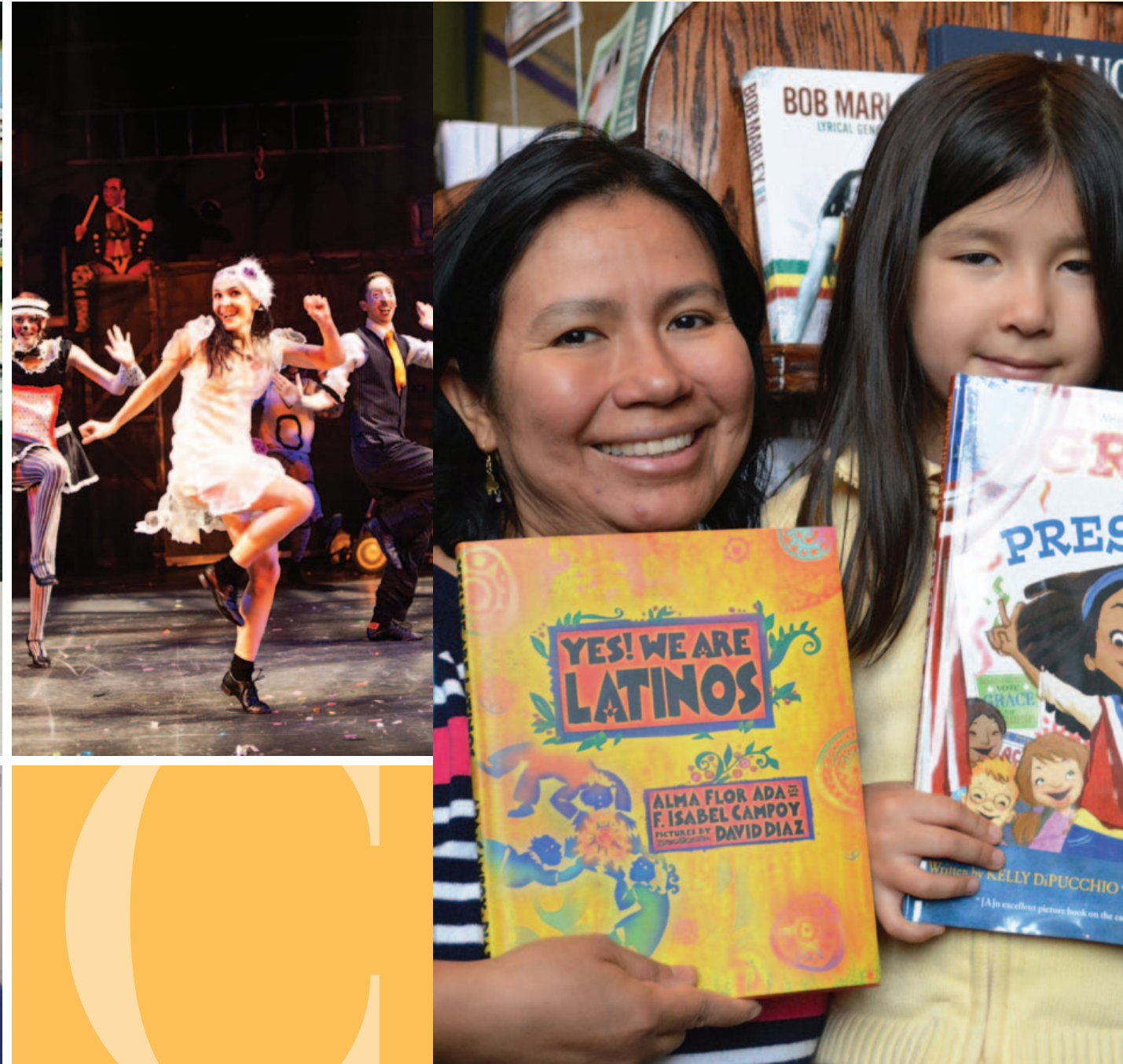
Reading Partners' mission is to help children become lifelong readers by empowering community volunteers to provide individualized instruction.



Synetic Theater

Funding Strategy

Synetic Theater blends innovative techniques and movement, creating unforgettable visceral experiences for every audience.



Our Military Kids

Board Development

Our Military Kids provides support to military children of the National Guard and Reserves, as well as wounded warriors.



"The passion the Compass team brought to the table was infectious. I can see our board members re-energized."
Our Military Kids



Bethesda Green

Funding Strategy

Bethesda Green brings business, government and residents together to promote sustainable living practices.

Teaching for Change

Funding Strategy

Teaching for Change provides teachers and parents with the tools to create schools where students learn to read, write and change the world.

Veterans on the Rise

Funding Strategy

VOTR aims to end homelessness for veterans and veteran families.

Sixth & I

Strategic Alignment

Sixth & I's authors, speakers and life entertainment series is a secular cultural program that targets a diverse, multi-generational audience.



“ I couldn't imagine a more useful and productive experience both personally and professionally. The Compass Project Leader and I have become good friends and thought partners.”
Sixth and I



“ The project was managed exceptionally well...the volunteers were incredibly smart, dedicated, and warm.”
KEYS for the Homeless Foundation



KEYS for the Homeless Foundation

Strategic Alignment

KEYS secures and provides in-kind goods, resources, and services to meet real life needs of those living in poverty.

SOME (So Others Might Eat)

Strategic Marketing

SOME's Center for Employment Training provides skills training, adult basic education, and career development for the poor and homeless.

Capitol Hill Arts Workshop

Strategic Alignment

Capitol Hill Arts Workshop builds community through the arts.

Building Futures

Funding Strategy

Building Futures' mission is to increase access to safe, affordable quality housing for families, children, and individuals living with HIV/AIDS and other disabilities in DC.



DC Doors

Funding Strategy

DC Doors moves people from homelessness to permanent, stable, and affordable housing by providing comprehensive support services.

One World Education

Funding Strategy

One World Education's mission is to improve the research, writing, and presentation skills for middle school and high school students.



BEST Kids

Funding Strategy

BEST Kids empowers youth in foster care to build better futures by developing one-on-one mentoring relationships.



Accokeek Foundation and the Alice Ferguson Foundation

Strategic Partnerships and Collaborations
The Accokeek Foundation and the Alice Ferguson Foundation cultivate the natural and cultural heritage of Piscataway Park.



Open Arms Housing

Funding Strategy
Open Arms Housing provides permanent supportive housing for women who have a wide range of mental health and physical challenges.

STRIVE DC

Strategic Alignment
STRIVE DC's mission is to help people acquire the life-changing skills needed to overcome challenging circumstances and find sustained employment.

Healthy Babies Project

Strategic Alignment
Healthy Babies Project helps at-risk DC families have healthy babies, reverse the cycle of poverty, and move into self-sufficiency.



“ The Compass project was invaluable. Our team brought much needed expertise in business areas that our board and staff did not possess.”
Dana Tai Soon Burgess Dance Company

Dana Tai Soon Burgess Dance Company

Strategic Alignment
The Dana Tai Soon Burgess Dance Company creates and performs new modern dance choreographies.

Chess Challenge in DC

Board Development

Chess Challenge in DC seeks to promote the academic, social, and leadership development of under-served youth in the District of Columbia.



Empower DC

Funding Strategy

Empower DC's mission is to enhance, improve, and promote the self-advocacy of low and moderate income DC residents.



Theatre Lab School of the Dramatic Arts

Strategic Marketing

The Theatre Lab makes high-quality dramatic arts instruction accessible to youth and young adults.



BUILD Metro DC

Funding Strategy

BUILD equips youth in under-resourced communities for high school, college, and career success through entrepreneurship-based, experiential learning.



Earth Conservation Corps

Funding Strategy

ECC is an environmental action program that empowers unemployed youth to restore the Anacostia River, the community, and their lives.

Lab School of Washington

Strategic Planning
The Lab School of Washington serves students with language-based learning disabilities and ADHD.



Equal Rights Center

Strategic Alignment
The Equal Rights Center's mission is to advance civil rights in housing, employment and access to public accommodations.



U.S. Chess Center

Funding Strategy
The U.S. Chess Center's mission is to teach chess to children, particularly those who are at-risk, as a means of improving academic and social skills.

Cornerstone Montgomery

Strategic Partnerships and Collaborations
Cornerstone Montgomery empowers people living with mental health and co-occurring substance use disorders to integrate successfully in the community.



Washington Legal Clinic for the Homeless

Board Development
The Legal Clinic combines community lawyering and advocacy to make justice a reality for those who struggle with homelessness and poverty.

“ Our organization grew significantly in complexity but our board had not. Compass reviewed our board processes and made recommendations that will strengthen the board to better manage the organization. It was exactly what we needed.”
Our Daily Bread



Our Daily Bread

Board Development
Our Daily Bread provides Fairfax County residents with short-term safety net services and empowers them to work toward long-term self-sufficiency.

Project Create

Board Development

Project Create provides accessible arts for children, youth and families experiencing homelessness and poverty in DC.

DC Volunteer Lawyers Project

Strategic Alignment

DCVLP creates a network of volunteer lawyers to provide high-quality, pro bono legal services to low-income individuals who are domestic violence victims, at-risk children, or who have other urgent family law needs.

“ Thanks to Compass and our exceptional consulting team, DASH has a better, more comprehensive, and nuanced understanding of our capacity to enter into partnerships with other organizations, as well as of our organizational health over all.”

District Alliance for Safe Housing



“ It is amazing to me that these professionals who have full time jobs and lives and all other kinds of things going on are so eager and willing to contribute time to help nonprofit organizations. It does my heart good to know that there are all these professionals out there looking for ways to give back.”
The Arc of Northern Virginia



Arc of Northern Virginia

Strategic Marketing

The Arc of Northern Virginia promotes and protects the human rights of people with intellectual and developmental disabilities.

District Alliance for Safe Housing

Strategic Partnerships and Collaborations

DASH provides access to safe housing and services for survivors of domestic and sexual violence and their families.

Happenstance Theater

Incubator Project

Happenstance Theater is committed to devising and producing original, performer-created visual, poetic theater.

Life Asset

Board Development

Life Asset's mission is to help alleviate poverty by empowering people through affordable financial products, services, and education.



“Compass is an unusually well run organization and they are able to bring together an exceptionally talented and motivated team of professionals.”

Life Asset

GOVERNANCE

Board of Directors

Julie Maner, *Board Chair*
Kellogg School of Management

John Collins, *Vice Chair*
Capital One

Hope Chandler Krutz, *Treasurer*
Advisory Board Company

Lucretia Risoleo, *Secretary*

Cathy Bernasek,
Immediate Past Board Chair
Harvard Business School

Hurley Doddy
ECP Investments

Hope Gleicher
Identity, Inc.

Mohamed Kande
PricewaterhouseCoopers
University of Chicago Booth
School of Business

Laurie MacNamara
Booz Allen Hamilton

Mary Stuart McCamy

Bud Moeller
Harvard Business School

Eileen Ruby
Columbia Business School

Hallie Smith
University of Virginia Darden
School of Business

Peter Smith
SmithPilot Compensation
Consultants

Steve Trowern
MCM Capital Partners, LLC
Kellogg School of Management

Polly Vail
University of Maryland – College Park

Robert Winter
Arnold & Porter LLP

Linda Youngentob
Montgomery College
Harvard Business School

Suzanne Laporte, *ex officio*
Harvard Business School

Amanda Robison, *ex officio*
Advisory Board Company

Junior Board

Amanda Robison, *Chair*
Phillip Harper
Catherine Long
Julian Van Giessen

Advisory Board

Ern Blackwelder
Jule Crider
Corinne Chocolaad Diehl
Alisha Griffey
Eric Guichard
Cassandra Hanley
Hilary Joel
Burgess Levin
Alyssa Lovegrove
Karen Mazze

Dan McVane
Rod Morris
Susan Park
Nick Reding
Nowell Rush
Craig Schultz
Sally Sloan
Andrew Young



Charge Up Collaborative

Strategic Alignment

Charge Up raises awareness of nonprofit capacity building services and helps nonprofits access services.



DC Fiscal Policy Institute

Funding Strategy

DCFPI influences budget and policy decisions to reduce poverty and income inequality.

Montgomery County Coalition for the Homeless

Funding Strategy

MCCH combines housing solutions with supportive services to end homelessness in Montgomery County.



Capital Fringe

Board Development

Capital Fringe presents the work of innovative performing artists.

SPECIAL THANKS

We are grateful for the continued support of the Greater Washington alumni clubs of the following business schools:

Columbia Business School
Cornell University Johnson Graduate School of Management
Dartmouth College Tuck School of Business
Duke University Fuqua School of Business
Harvard Business School
MIT Sloan School of Management
NYU Stern School of Business
Northwestern University Kellogg School of Management
Stanford Graduate School of Business
University of Chicago Booth School of Business
University of Michigan Ross School of Business
University of Pennsylvania Wharton School of Business
University of Virginia Darden School of Business
Yale School of Management

Corporate Supporters

We are incredibly grateful for both financial and volunteer recruiting support from the following corporate partners:

Advisory Board Company
Arnold & Porter LLP
Booz Allen Hamilton
Capital One
Hogan Lovells LLP

We also appreciate volunteer recruiting support from the following:

Abt Associates
Accenture
CEB
Deloitte Consulting
IBM
Kaiser Associates
Morgan, Lewis & Bockius LLP
PricewaterhouseCoopers
WilmerHale LLP
World Bank

We are thankful for financial contributions from The JBG Companies.

We are grateful for pro bono legal services from Arnold & Porter.

Foundation Supporters

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

With much gratitude, we acknowledge:

Anonymous
The Morris and Gwendolyn Cafritz Foundation
The Jovid Foundation
The J. Willard and Alice S. Marriott Foundation
The Eugene and Agnes E. Meyer Foundation
Share Fund

And special thanks to Share Fund for partnering with Compass to sponsor 30 Micro Projects for Share Fund grantees.



Miriam's Kitchen

Strategic Marketing

Miriam's Kitchen aims to end homelessness through systems change and provides case management services to chronically homeless individuals.

DONORS

In 2015-16, Compass volunteers provided the market equivalent of \$6.0 million in strategic consulting, free of charge, to Greater Washington nonprofits.

Compass gratefully acknowledges the generous supporters who made our work with 60 Greater Washington nonprofits possible in 2015-16. Every donation to Compass stretches deep into the community, making high-level, pro bono consulting available to the Greater Washington nonprofit community. Every \$1 donated to Compass translates into \$14 of consulting services back to the nonprofit community.

GOLD CIRCLE

\$20,000 and above

Cathy and Brian Bernasek

BENEFACTORS

\$10,000-\$19,999

Anonymous

PATRONS

\$5,000-\$9,999

John and Ali Collins
Mohamed Kande
Hope and Eric Krutz
Greg and Nancy Ledford
Julie and Andy Maner
Mary Stuart McCamy
Bud and Carol Moeller
Lucretia* and Robert Risoleo
Green Street Fund
Hallie and Chip Smith
Pete Smith and Marcia Marsh
Cassandra Hanley and Marc Sumerlin
Steve and Marcie Trowern
Linda and Bob Youngentob

LEADERSHIP CIRCLE

\$2,500-\$4,999

Hurley and Deborah Doddy
Hope Gleicher and Andy Burness
Hilary and Alex Joel
Burgess Levin* and Mary Saily
Alyssa and Nick Lovegrove
Sally Sloan and Tom Hentoff
Martin and Meredith Sumner
Polly Vail and Mark Walsh
Andrew and Kelly Young

DIRECTOR'S CIRCLE

\$1,000-\$2,499

Arik Ben Zvi and Victoria Canavor
Amy Boyce
Ian Cameron and The Honorable Susan Rice
Jennifer and Brian Coulter
Margery Cunningham
Rich Dumais
Frank Finelli

Danny Fortin*
Lara George
Zachary George*
Erik and Katie Linn
Laurie MacNamara and Bill Hendrickson
Hilary Miller*
Mike and Cristina Niccolini
Joy and Ron Paul
Craig Shultz
David Sisen
Rob and Kathryn Stewart
Melissa Williams
Robert* and Carole Winter
Jeff and Mary Zients

SUPPORTERS

\$500-\$999

Kirsten Albers and Michael Sicoli
Nimisha and Sameer Bhargava
Lizzie and Michael Cantacuzene
Thomas Coleman
John and Leslie Duncan
Le Roy and Lindsay Eakin
Laura and Mike Faino
Raina Fishbane and Chuck Walker
Mark and Diane Hastert
Margot and Nat Hentoff
Jeffrey Kass*
Leslie and Bob Knibb
Christine and Tom Labrecque
Cloyd Laporte, Jr.
Suzanne Laporte
Karen and Ethan Leder
Patricia and Randall Lewis
Paul Manca
Susan Moore and Daniel Michaels
Sharon Marcil and Tom Monahan
Karen Barker and George Marcou
John Oberdorfer, Esq.*
James and Suzanne Rianhard
Peter and Allison Riehl
Victoria and Tom Rollins
Dermott Ryan
Jane Slatte* and Richard Klinger
Thomas Steinmetz
Ari Zentner and Kathryn Greenberg

\$250-\$499

Anonymous (1)
Vipul Amin
Jack and Laura Barker
Char Beales*
Tracy and Adam Bernstein
Sankar Bhamidipaty*
Jennifer Blasko*
Sally Gail Bloomberg
Abby and Andy Cherner
Juliana Su* and John Duncan
Andrew and Colleen Fisher
Todd and Tracy Foreman
Gary Friend
Lawrence Fullerton*
Richard and Victoria Gersten
Drew and Beth Grandi
Linda Griggs*
Kevin and Laura Hardy
David Hathaway
Scott and Anne Hefter
Mark and Tory Joseph
Matt and Michelle Klinger
Harry Knight*
Joel and Gloria Koenig
Stuart Land
Debra Fried-Levin and Josh Levin
Lisa Lindgren*
Ben Mednick*
Liz and Rob Norton
Kristalee and Nils Overdahl
Amanda Robison*
Brad and Courtney Rose
Sally Rosenberg and Bruce Charendoff
George Rothman
Tarek Saad
Craig and Barbara Sable
Julian Sculley*
Casey and Nick Seidenberg
Tulip Shah*
Alex Shapero*
Adam and Ellen Spiegel
Mary Jo Veverka
T. Clark and Lucy Weymouth
Robert Whitney*
Liz Wieser and Phil Inglima
Maureen and Jon Witter

\$100-\$249

Anonymous (5)
Vandana Aggarwal*
Kayode Aje*
Margaret Angell and Nate Fick
Bruce Barlow*
David Bear*
Nazlin Bhimji*
Carol Bloomberg*
Gerardo Botello
Jeff Bowers*
Philip Bradley*
Jeff Bucher
Larry and Sherri Cafritz
Lucy Chang*
Beth Chapman
Elayne Chow*
Brett Crawford*
Sarah Dean*
Richard Gervase and Stuart Delery
Lisa and Rich Dougherty*
Mollie Dougherty and Tanguy deCarbonnieres
Elizabeth Elliott*
Patrice Feinstein*
Hollie Freeman*
Roy Gamse*
Robin Glantz and Anthony Ciccone
Catherine Gwin*
Meg and John Hauge
Jacquelyn and Larry Hefter
Jay Howard*
Paula Jacobs*
Jennifer Jeon*
Michael Kim
Erin Langley*
Susan Laws*
Robin Lazrus*
John Lehman*
Ashley Leonard
Eve and William Lilley
Melissa Loughney
Jonathan Martha*
Robert Mathias
Susan Morita* and Dr. Alan Matsumoto
Tim Matthews*
Laurelle Sheedy McCready*
James Merwald*
Barry Miller*
Kimberly Moorehead
Andrew Morrison*
Brad Nestico
Floyd Norton*
Olatokunbo Olabode*
Bhruhu Pange*
Susan Park and Dwayne Chen
Gregg and Julie Petersmeyer
Barbara Phillips*
Estee and Elliott Portnoy
Scott and Susan Puritz

Richard Rasmus*
Natalie Robinson
Nalini Rogers
Harold Rosen*
Elizabeth and Tige Savage
Sonya Sbar
Dabney and Dick Schmitt
Brian and Kara Sichi
Nancy Sikorsky*
James Sims*
David Stern and Tracey Hughes
Susan Stewart*
Dan and Dana Stirk
Bill Strathmann
Beth* and Joseph Suarez
Jennifer and Jake Tapper
Ashley Tatum*
Donald Thomas*
Marj Rosner and Arnold Trebach
Tommy Tysse
Bowen Uhlenkamp
Julian Van Giessen*
Gerry Widdicombe
Justine Wu*
Matthew and Anne Zalubowski
Rami Zheman

Up to \$100

Anonymous (50)
Anam Abdulla*
Shahar Abrams*
Maria Acebal*
Yewande Alade*
Valerie Alcindor*
Jessica Andrus*
Siddhartha Aneja*
Christopher Ashley*
Akosua Baah-Dwomoh*
Anya Bahros*
Eva Baker*
Moni Banerjee*
Jason Bargnes*
John Barpoulis*
Gregory Beckwith*
Mark Bendza*
Stephanie Bennett*
Greg Billings*
David Black
Nikolai Boboshko*
Marnie Boyer*
Nicholas Bryan*
Victoria Burns*
A.J. Calbert*
Robert Carlisle*
Nathaniel Carroll*
Jana Chan*
Prabtej Chawla*
Tina Cheng*
Unsuik Choi*
Tara Clemons*

Anya Clifford*
Richard Clough*
Carl Cohen*
Amy Cooper
John Cooper*
Miranda Da Costa
J. Suzanne Cox*
David Cramer*
Ashley Culbertson*
in honor of Hope Nicole Ray
Ralph Cunningham
Colin Curzi*
Alethea Davis*
Spencer Davis*
Sasan Dehghan*
Michael Dickson*
Scott Dulman*
Melissa Dulski*
Isabel Eckstein*
Matthew Eirich*
Kim Feinstein*
Johnathan Fluitt*
Lauren Fox*
Daniel Franck*
Kelsey Fraser*
John Freedman*
Aldo Frosinini*
Kara Frost*
Kathlyn Taylor Gaubatz*
Ana Gaudencio*
Priya Gaur*
Nancy Gephart*
Alberto Gomes Da Silva*
Nathaniel Gorence*
Ian Green*
Terry Green
Harrison Greer*
Sadhna Gupta*
Julie Ann Haldeman*
Christopher Hanley*
Betsy Hanlon*
Hillary Harlan*
Calvin Harris*
Naomi Hartman*
Christina Hedberg*
Christine Heffernan*
Douglas Henry*
Luke Heselden*
Michael Hitsky*
Sheila Barr Holman
Howard Hyde* and Nancy Paolu Hyde
Alex Hymanson*
Monee Jackson*
Saket Jain*
Young Jae Jang*
Andrea Johnson*
Sharon Johnson*
Lauren Jones*
Rajendra Kabade*
Amy Kaplan*

Lorrie Kaplan*
 Inna Karyeva*
 Sam Kassar*
 Georgia Katinas
 Anil Kochhar*
 Andrea Koenig*
 Denise Kootin-Sanwu*
 Elissa Kurtz*
 Joshua Laredo*
 Lisa Larragoite and Tom Kohn
 Hannah Lauber*
 Hyuk Lee*
 Janet Lee*
 Kimberly Leighton*
 Axel Lopez de Cardenas
 Anly Lor*
 Jenna Louie*
 Carol Lucas*
 Paul Lyons*
 Brendan Maggiore*
 Christopher Magnan*
 Farrell Malone*
 Kanya Manoj*
 Peggy Brady Marks
 Diane Mars*
 Robert Martin
 Nicolas Martinez*
 Kevin McCrory*
 Lehigh Mearns*
 Melissa Medina*
 Stephen C. Messner
 Michelle Meyer*
 Nathalie Miraval*
 Miriam Mokuena*
 Lucy Montgomery*
 Whitney Moore*
 Benjamin Neese*
 Steph Bloch Newman*
 Kathy Ng*
 Ugochukwu Njoku*
 Irina Nowak*
 Lynn O'Connell*
 Folu Okunade*
 Judith Osei*
 Jennifer Gennaro Oxley
 Zarko Palankov*
 Ken Palm*
 Daniel Palmer*
 Gyasi Parrish*
 Andrea Payne*
 Dana Payne*
 Sonal Patel*
 Levi Pearson*
 Eric Petersen*
 Michael Plunkett*
 Adriel Pond*
 DeJuan Price*
 Anthony Priest
 Edward Purdon*
 Rania Qura*
 Lekha Ragavendran*
 Avinash Raizada*
 Anita Ravishankar
 Ann Rennie*
 Bridget Richardson*

Nicholas RisCassi*
 Paul Robichaux*
 Burgess Robinson
 Betty Royster*
 Elizabeth Rubenfield*
 Sarah Rupp*
 Jessica Ryan
 Shahid Salam*
 Melinda Salaman*
 Ruwan Salgado
 Timothy Saunders*
 Stephanie Sawda*
 Jordan Scarboro*
 Eileen Schmidt*
 Ken Schoppmann*
 Eric Schweikert
 Bryan and Nicole Schwenker
 Andria Seneviratne*
 Kyle Seymour*
 Namir Shah*
 Riana Shah*
 Anand Sharma
 Larry Shulman
 Karen and Jon Simon
 Tripti Singh*
 Kathryn Singsank*
 Jason Snyder
 Emily Sobel*
 Ralph Sonenshine*
 Elaine Song*
 Amy Sparrow*
 Audrey Speer*
 Allan Spitzer*
 Calder Stembel*
 Kara Sullivan*
 Christopher Sutton*
 Anonymous in honor of Muriel Mary Sweatt
 John Tannous*
 Alicia Toles*
 Joseph Toner*
 Megan Tooley*
 Karen Turner*
 Ryan Ulbrich*
 Debra van Opstal*
 Cheryl Vance*
 Jackeline Vasilatos*
 Robert Voight
 Deirdre Vollmer
 Russell and Stef Wallach
 Linda Walton*
 Julia Waterman
 Kyle Waters*
 Dave Wetzig*
 Samuel Weyrauch*
 Elizabeth Whitmore*
 Silvia Wiesenmiller*
 Joseph and Christine Wilson
 Anne Wingate*
 Eric Wolff*
 Carol Wong*
 Amanda Young*
 Laura Yu*
 Sara Zellner*
 Sarah Zolad*

World Bank Community Connections Campaign

Kelley Dai
 David Gray
 Barbara Kafka*
 Karen Mazze and Shanker Krishnan
 Olufunke Oyewole
 Amédée Prouvost
 Richard Stern
 John Strongman*
 Bowen Uhlenkamp*

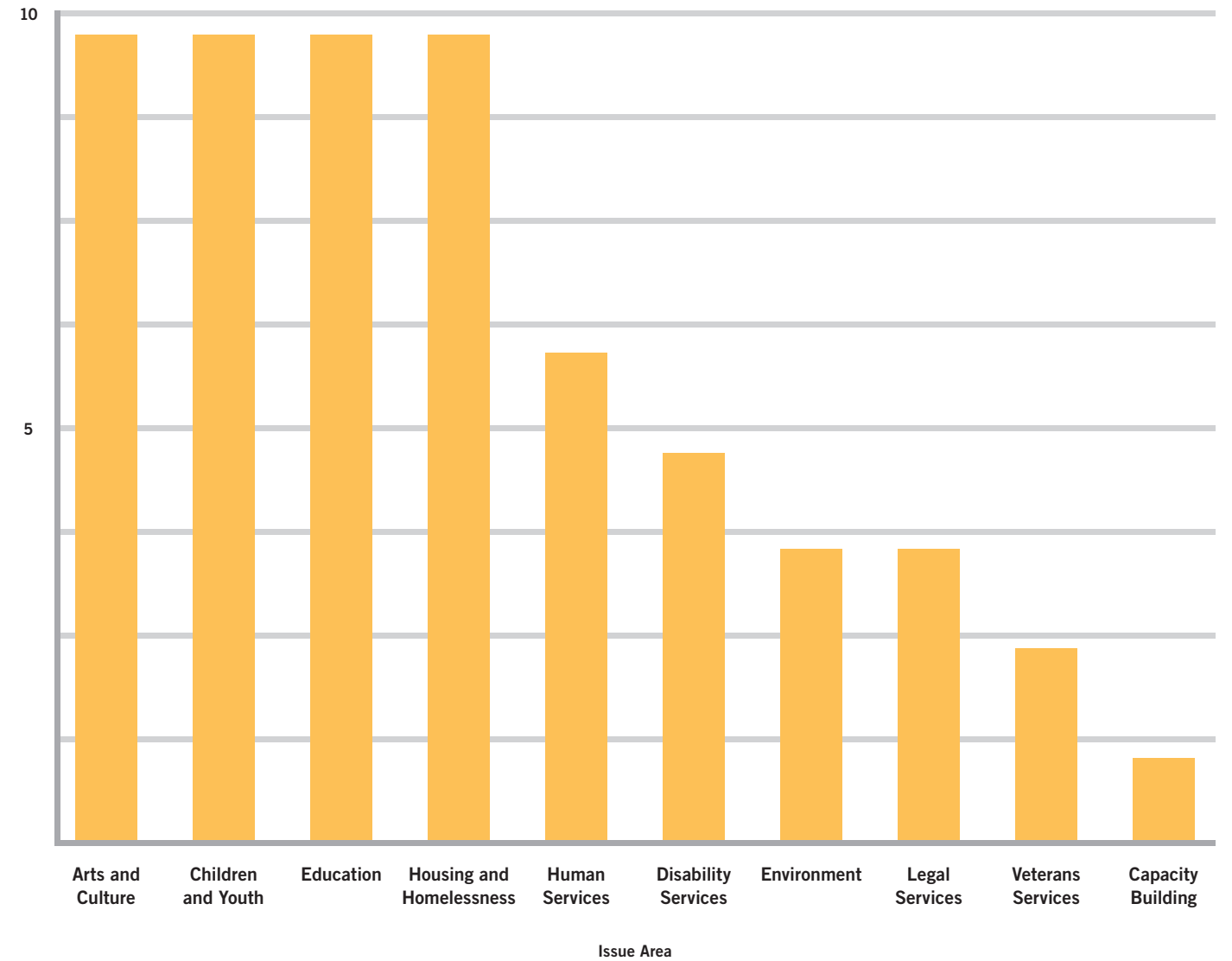
Corporate Matches

Danny Fortin* - PricewaterhouseCoopers
 Lauren Fox* - Capital One
 Zachary George* - PricewaterhouseCoopers
 Lisa Lindgren* - Adobe
 Laurie MacNamara - Booz Allen Hamilton
 Daniel Michaels - Kirkland & Ellis
 Kimberly Moorehead - AARP
 Natalie Robinson - AARP
 Dermott Ryan - Exxon
 Sonya Sbar - Calvert
 Julian Sculley* - Booz Allen Hamilton
 Bryan and Nicole Schwenker - AARP
 Namir Shah* - Boston Consulting Group
 Alex Shaper* - Booz Allen Hamilton

*denotes 2015-16 volunteer

ISSUE AREA DISTRIBUTION

2015-16 GREATER WASHINGTON CLASSIC AND MICRO PROJECTS



Compass works with nonprofits across issue areas.
 All of the nonprofits benefit the local community.

VOLUNTEERS

GREATER WASHINGTON CLASSIC PROJECTS

A Wider Circle

Tim Saunders, Project Leader
Sasan Dehghan, Deputy Project Leader
Erika Bakkar, Philip Bradley, Carl Cohen, Sarah Dean, John Freedman, Diane Mars, John Strongman

Accokeek Foundation and Alice Ferguson Foundation Brett Crawford, Project Leader

Alex Hymanson, Deputy Project Leader
Elizabeth Elliott, Nasim Lari, Lisa Lindgren, Megan Ortiz, Kara Singsank, Sungmin Song, Ken Zhang

Arc of Northern Virginia

Scott Dulman, Project Leader
Lauren Fox, Deputy Project Leader
Raj Kabade, Anil Kochhar, Andrea Koenig, Erin Langley, Daniel Palmer, Audrey Speer

Capital Fringe

Saket Jain, Project Leader
Hollie Freeman, Deputy Project Leader
Hillary Harlan, Ron Lee, Lynn O'Connell, Arjun Pradeep, Nick Tanner

Charge Up Collaborative

Tom Carmody, Project Leader
Dan Franck, Deputy Project Leader
Christine Heffernan, Jenna Louie, Ken Palm, Conner Pine, Kelly Turner, Bowen Uhlenkamp, Tom Wells

Cornerstone Montgomery

Jeff Kass, Project Leader
Kara Sullivan, Deputy Project Leader
Marnie Boyer, Suzanne Cox, Sadhna Gupta, Luke Heselden, Barbara Kafka, Bob Winter

DC Central Kitchen

Mike Plunkett, Project Leader
Stefanie Zipf, Deputy Project Leader
Evan Britten-Bozzone, Susan Laws, Wes Melville, John Oberdorfer, Bianka Roy, Eric Wolff

District Alliance for Safe Housing

Karen Turner, Project Leader
Kara Frost, Deputy Project Leader
Prab Chawla, Elayne Chow, Priya Gaur, James Merwald, Lucretia Risoleo, Alex Shapero

Equal Rights Center

Christian Pearson, Project Leader
John Fluitt, Deputy Project Leader
Christian Kochon, Samir Luther, Aida Misailidis, Emily Rinner

Girl Scout Council of the Nation's Capital

Akosua Baah-Dwomoh, Project Leader
Deirdre Vollmer, Deputy Project Leader
Alison Damaskos, Miriam Mokuena, Jordan Scarboro, Dalton Shaughnessy, Beth Suarez, John Tannous

Girls on the Run of Montgomery County, MD

Lorraine Madala, Project Leader
Ola Olabode, Deputy Project Leader
Karishmah Bhuwane, Renee Desing, Kim Feinstein, Monée Jackson, Sarah Kim, Folu Okunade, Rachel Roth

Green Door

Chris Sutton, Project Leader
Jason Bargnes, Hannah Breul, Chris Hanley, Chris Magnan, Erin Mirkin, Susan Morita, Jessica Shuster

Joe's Movement Emporium

Jeff Bowers, Project Leader
Rob Whitney, Deputy Project Leader
Moni Banerjee, Adam Dorko, Lekha Ragavendran, Nancy Sikorsky, Ralph Sonenshine, Morgan Williams, Sarah Zolad

Lab School of Washington

Rich Rasmus, Project Leader
Danny Fortin, Deputy Project Leader
Kimberly Leighton, Paul Lyons, Kristin Penchal, Martha Searby, Rob Wetzel, Anne Wingate, Andrea Zimmer

Marriott Foundation for People with Disabilities

Harold Rosen, Project Leader
Megan Tooley, Deputy Project Leader
Sarah Abedin, Marni Ahram, Nancy Gephart, Calvin Harris, Jim Imamura, Marian Saxena, Sara Zellner

Miriam's Kitchen

Carol Bloomberg, Project Leader
Zachary George, Deputy Project Leader
Isabel Eckstein, Audrey Horn, Kevin Toomey, Ryan Ulbrich, Justine Wu, Tony Zaffirini

Montgomery County Coalition for the Homeless

Andrew Morrison, Project Leader
Terry Knapp, Deputy Project Leader
Kayode Aje, Kristen Edington Saunders, Douglas Kelly, Ashley Lowe, Betty Royster, Carol Wong

Next Step Public Charter School

Roy Gamse, Project Leader
Vik Srinivasan, Deputy Project Leader
Maria Acebal, Jessica Andrus, Vicki Burns, Bhругu Pange. Bismah Rahmat, Anand Sharma, Laura Yu

Our Daily Bread

Paula Jacobs, Project Leader
Adriel Pond, Deputy Project Leader
Bruce Barlow, Kevin McCrory, Melissa Medina, Andrew Varner, Lindsay Whorton

Our Military Kids

Barry Miller, Project Leader
Philip Harper, Deputy Project Leader
Mark Bendza, Naomi Hartman, Ben Mednick, Carrie Milbrath, Laurell Sheedy McCready, Paul Taylor

Reading Partners

Douglas Henry, Project Leader
Inna Karyeva, Deputy Project Leader
Christopher Ashley, Steph Bloch Newman, Ana Gaudencio, Nate Gorence, Harrison Greer, Eileen Schmidt, Sharon Taylor

Signature Theatre

Hilary Miller, Project Leader
Larry Fullerton, Deputy Project Leader
Valerie Alcindor, Rachel Jacobs, Whitney Moore, Irinia Nowak

Sixth & I

Patrice Feinstein, Project Leader
Dave Wetzig, Deputy Project Leader
Ian Green, Howard Hyde, Nathalie Miraval, Barbara Phillips, Kushaan Shah, Jane Slatter, Silvia Wiesenmiller

SOME

Burgess Levin, Project Leader
Andy Sugrue, Deputy Project Leader
John Cooper, Sam Kassar, Nick Martinez, Michelle Meyer, Melinda Salaman, Jackeline Vasilatos, Elizabeth Whitmore

Theatre Lab

Dakota Korth, Project Leader
Julian Van Giessen, Deputy Project Leader
John Dameron, Alysia Evanitsky, Kelsey Fraser, Ashima Khanna, Dawn McAvoy, Kathy Ng

Veterans on the Rise

Harry Knight, Project Leader
Josh LaBell, Deputy Project Leader
Rich Clough, Brian Cooney, Jay Howard, Nagesh Jaladi, Charles Njoku, Susan Stewart, Ellett Toomey

GREATER WASHINGTON MICRO PROJECTS

BEST Kids

Ashley Tatum, Project Leader
Mollie Dougherty, John Anderson, Mike Rogers, Amy Sparrow

Bethesda Green

Eric Petersen, Project Leader
Mariya Kretova, John Lehman, Molly Lynch, Ximena Velez

BUILD Metro DC

Rebecca Friedman, Project Leader
Robert Carlisle, Colleen Considine, Omid Harraf, Bradford Koenitzer

Building Futures

Sharon Johnson, Project Leader
Yewande Alade, Mike Pickett, Shaunte Ramsby, Michael Sagan

Capitol Hill Arts Workshop

Ashley Culbertson, Project Leader
Julie Ann Haldeman, Mary Dunbar, Rania Qura, Sam Weyrauch

Chess Challenge in DC

Christina Hedberg, Project Leader
Aalok Dave, Matthew Eirich, Renee Gerber, Julian Sculley, Mariann Zylstra

Community Foundation for the National Capital Region

Julian Van Giessen, Project Leader
Eva Baker

Cornerstone Community DC

Alicia Toles, Project Leader
David Cramer, Janet Lee, DeJuan Price, Shahid Salam

Dana Tai Soon Burgess Dance Company

Sweeny Chhabra, Project Leader
Fannie Delavelle, Sanem Kabaca, Anly Lor

DC Bar Pro Bono Center

Michael Dickson, Project Leader
Betsy Hanlon, Catherine Long, Brendan Maggiore, Debbie van Opstal

DC Diaper Bank

Char Beales, Project Leader
Siddhartha Aneja, Stacy Frazier, Burgess Robinson, Sarah Rupp, Stephanie Sawda

DC Doors

Cheryl Vance, Project Leader
Charles Choi, David Garcia, Lucy Montgomery, Judith Osei

DC Fiscal Policy Institute

Juliana Su, Project Leader
Carlos Coronado, Maryam Ghariban, Namir Shah, Donald Thomas

DC Volunteer Lawyers Project

Lisa Benjamin, Project Leader
Nick Bryan, Ben Chapin, Spencer Davis, Kelly Graveline

Earth Conservation Corps

Melissa Dulkasi, Co-Project Leader
Denise Kootin-Sanwu, Co-Project Leader
Nathaniel Carroll, James Hunter

Empower DC

Robin Lazrus, Project Leader
Tina Cheng, Anya Clifford, Bradley Kistler, Gyasi Parrish

Happenstance Theater

Bob Reisner, Project Leader
Aldo Frosinini, Alberto Gomes Da Silva, Mike Robertson, Paul Robichaux

Healthy Babies Project

Muhammad Ghatala, Project Leader
Linda Griggs, Andrea Johnson, Mirieth Valenciano Marin, Tiffany Yang

KEYS For The Homeless Foundation

David Bear, Project Leader
Jenny Cheung, Melina Schoppa, Jim Sims

Life Asset

Anya Bahros, Project Leader
Rob Bertin, Ann Rennie, Andria Seneviratne, Kyle Waters

Madison House Autism Foundation

John Barpoulis, Project Leader
Lorrie Kaplan, Hyuk Lee, Ned Purdon, Elizabeth Rubenfield

One World Education

Nazlin Bhimji, Project Leader
Josh Laredo, Carol Lucas, Lehigh Mearns, Mac Norton

Open Arms Housing

Amanda Robison, Project Leader
Miranda Da Costa, Sothir Khem, Shibani Sareen, Tripti Singh

Project Create

Anam Abdulla, Project Leader
Robbie Manhas, Zarko Palankov, Dana Payne, Kaily Yee

Reach Incorporated

Jennifer Blasko, Project Leader
Shahar Abrams, Greg Beckwith, Nikolai Boboshko, Lucy Chang

Spooky Action Theater

Teri Alexander, Project Leader
Colin Curzi, Hannah Lauber, Andrea Payne, Elaine Song

STRIVE DC

Abbey Gibson, Project Leader
Catherine Gwin, Tim Matthews, Leon RisCassi

Synetic Theater

Emily Wexler, Project Leader
AJ Calbert, Jana Chan, Liang Liu, Steven Wright

Teaching for Change

Vandana Aggarwal, Project Leader
Alethea Davis, Maya Graham, Young Jang, Laurie Josephson

U.S. Chess Center

Kathy Gaubatz, Project Leader
Mike Hitsky, Ben Neese, Riana Shah, Emily Sobel

Washington Legal Clinic for the Homeless

Bridget Richardson, Project Leader
Tara Clemons, Axel Lopez de Cardenas, Ken Schoppman, Joe Toner

Wilderness Leadership & Learning

Avi Raizada, Project Leader
Nicolai Gamrasni, Amy Kaplan, Elissa Kurtz, Amanda Young

GENTRIFICATIONS' IMPACT ON DC AREA NONPROFITS

For years, the D.C. Bar Pro Bono Center had been approached by their social service nonprofit clients for support regarding the effects of gentrification on nonprofits in the Greater Washington region. According to Regina Hopkins, Assistant Director at the D.C. Bar Pro Bono Center, many of D.C.'s nonprofits are currently located in rapidly gentrifying neighborhoods, such as Columbia Heights, Shaw, Adams Morgan and the U Street Corridor, which has posed challenges to the organizations.

To better understand the scope of the problem, the D.C. Bar Pro Bono Center approached Compass in January 2016. Compass engaged a team of five business professionals, with backgrounds in consulting, law, and nonprofit management, who interviewed leaders at 21 nonprofits to find out the following:

- What issues and challenges nonprofits are facing in areas undergoing economic and demographic changes?
- How are nonprofits dealing with these challenges – successfully or unsuccessfully?
- How effective are current policies/regulations in assuring the continuity of critical services and what else might be needed to protect them?

Key Findings

First, gentrification is a front-burner issue for every nonprofit that participated in the study – although for different reasons.

- Organizations that rent their space are being priced out of gentrifying neighborhoods.
- Organizations that own their building face challenges, too. Their clients are leaving the neighborhoods they serve and often do not have easy access to their services. Tensions between new and more affluent neighbors are also increasing.
- On the other hand, some nonprofits have been able to access significant equity in property they own – creating a financial cushion that strengthens their mission.

Second, nonprofits are evolving and adapting in ways that mitigate the impact of gentrification. Some have expanded their geographic reach or their target client base. For example, one early education nonprofit now targets the children of low-income workers, rather than the residents, in its neighborhood. An interesting byproduct of gentrification is often the expansion of retail businesses and restaurants. Another nonprofit has ramped up neighborhood outreach to proactively contact local churches and civic groups to dispel problems before they heat up. In some cases, nonprofits are meeting clients where they are now located, by making their case workers mobile. Others are replicating their service model at satellite locations.

Third, the Compass team found that many nonprofits lack the strategic and financial planning capabilities to manage these issues. In particular, gentrification demands new areas of Board member expertise – expertise that often doesn't exist on most nonprofit Boards. This is an area where Compass could provide meaningful assistance going forward.

These are only some of the insights and findings that were presented by the Compass team in June at a conference hosted by the D.C. Bar Pro Bono Center entitled, “The Impact of Gentrification on D.C.-Area Nonprofits.”

The conference also featured a panel of speakers from former Compass clients DC Central Kitchen and Carpenter's Shelter, as well as from N Street Village. The nonprofit leaders discussed business models that help nonprofits stay in their current locations in the midst of changing real estate prices and demographics.

By understanding the impact of gentrification, Compass and the D.C. Bar Pro Bono Center hope to assist nonprofits that are navigating these unsettled and unprecedented changes, while advising the sector as a whole about how best to approach these issues.



DC Bar Pro Bono Center

(Opposite) Leaders from three local nonprofits joined Compass in a conference in exploring the impact of gentrification on DC nonprofits.

ON BOARD

We are pleased to report that the On Board program was a great success in its second full year. The On Board program places business professionals onto local nonprofit boards, building on Compass' experience working with nonprofit boards.

In two cohorts, we placed 33 candidates on the following 28 nonprofit boards:

Advocates for Children and Youth
Black Student Fund
Bright Beginnings
Byte Back*
Carpenter's Shelter*
CASA Prince George's County
Center for Alexandria's Children
Class Acts Arts
Cornerstone Montgomery
Elizabeth Ministries
Family and Youth Initiative
First Generation College Bound
Fishing School*
For the Love of Children
Friends of Guest House
Identity, Inc.
Iona Senior Services
Jubilee JumpStart*
Kid Power
Reach Incorporated
Reading Connection
Safe Shores
Sasha Bruce Youthwork
Seabury Resources for the Aging
Stone Soup Films
Theatre Lab
Thrive DC
Western Fairfax Christian Ministries*

* More than one On Board candidate placed on the Board of Directors.

We would like to thank the On Board Committee for supporting this year's program and interviewing both candidates and nonprofit Executive Directors and Board Chairs.

On Board Committee

Phyllis Caldwell
John Collins
John Crain
Hope Gleicher
Cassandra Hanley
Mohamed Kande
Jeff Kass
Burgess Levin
Laurie MacNamara
Mary Stuart McCamy
Julie Maner
Karen Mazze
John Nolan
John Oberdorfer
Nick Reding
Craig Schultz
Sally Sloan
Richard Stern
Polly Vail-Walsh
Andrew Young

SPECIAL EVENTS

Social Enterprise Conference

On November 12, 2015 Compass hosted the inaugural Social Enterprise Conference with the Harvard Business School Club of Washington. Harvard Business School Professor Michael Wheeler led an interactive workshop on "The Art of Negotiation" with 35 Executive Directors of local nonprofits, followed by an engaging lecture on "The Battle of Gettysburg: Persuasion, Character and Leadership."



Professor Michael Wheeler from Harvard Business School.

SPECIAL RECOGNITION

Greater Washington Client Selection Committee

Jennifer Blasko, Carol Bloomberg, Elayne Chow, John Crain, Noran Eid, Kara Fisher, Danny Fortin, Roy Gamse, Douglas Henry, Luke Heselden, Paula Jacobs, Jeff Kass, Michael Kim, Susan Laws, Olatokunbo Olabode, Kristalee Overdahl, Victoria Pierce, Chase Rowan, Abigail Rybnicek, Megan Tooley

Greater Washington Project Advisors

Cathy Bernasek, Jennifer Blasko, Carol Bloomberg, Sue Butterfield, John Crain, Brett Crawford, Marty Concannon, Neena Graham, Scott Hefter, Michael Kim, John Nolan, Susan Park, Victoria Pierce, Nowell Rush, Susan Thaxton, Ashley Tatum, Ari Zentner

Greater Washington Service Line Trainers

Carol Bloomberg, John Crain, Brett Crawford, Scott Hefter, Michael Kim, Victoria Pierce, Susan Thaxton

Greater Washington Project Leader Selection Committee

John Collins, Hope Gleicher, Hilary Joel, Mohamed Kande, Julie Maner, Bud Moeller

Compass Summer Interns

Noel Antonisse, Aamana Feroze, Jack Irion, Elaine Koo, Cole Maner, Olivia Risoleo, Rachel Risoleo

And special thanks to:

- Howard Hyde for coordinating volunteer activities and pro bono services at Arnold & Porter
- Dan McVane for assisting with the Compass annual audit
- Paula Jacobs and Julian Van Giessen for their leadership of the Volunteer Contest

We would like to wish luck to our volunteers who plan to enroll in MBA programs this fall.

ARTS AND CULTURE

Adventure Theatre Musical Theatre Center
Annapolis Symphony
Arena Stage
Art Enables
Arts and Humanities Council of Montgomery County
banished? productions
Capital Fringe
Capitol Hill Arts Workshop
Clarice Smith Performing Arts Center
Class Acts Arts
Corcoran Gallery of Art
Critical Exposure
CulturalDC
Culture Shock
Dana Tai Soon Burgess Dance Company
Dance Exchange
Dance Institute of Washington
DCTV (Public Access Corporation of DC)
Friends of the National Zoo (FONZ)
Happenstance Theater
HumanitiesDC
Imagination Stage
Impact Silver Spring
Joe's Movement Emporium
Keegan Theatre
Levine School of Music
Lumina Studio Theatre
Maryland Hall for the Arts
Maryland Youth Ballet
National Building Museum
National Cherry Blossom Festival
National Conservatory for Dramatic Arts
National Trust for Historic Preservation
National Women's History Museum
Oatlands
PEN/Faulkner Foundation
President Lincoln's Cottage
Project Create
Signature Theatre
Sitar Arts Center
Sixth & I
Spooky Action Theater
Synetic Theater
Theatre Lab School of the Dramatic Arts
Washington Ballet
Theatre Washington/Helen Hayes Awards
Washington National Cathedral
Washington Performing Arts Society
Washington Stage Guild
Words Beats & Life

CHILDREN AND YOUTH

Alexandria Seaport Foundation
BEST Kids
Black Student Fund
Boys & Girls Clubs of Greater Washington
Campagna Center
Capital Partners for Education
CASA for Children of DC
Chess Challenge in DC
City Gate
City Year Washington DC
College Success Foundation
CollegeTracks
Community Education Group
Critical Exposure

DC Action for Children
DC Lawyers for Youth
DC Scores
Dance Institute of Washington
Earth Conservation Corps
For the Love of Children
Girl Scout Council of the Nation's Capital
Girls on the Run – DC
Girls on the Run of Montgomery County, MD
Higher Achievement
Horton's Kids
Identity, Inc.
Kid Power
Latin American Youth Center
Maryland Youth Ballet
National Center for Children and Families
Network for Teaching Entrepreneurship
New Community for Children
Our Military Kids
Playworks DC
Prince George's Child Resource Center
Public Allies
Reading Partners
Sasha Bruce Youthwork
Sitar Arts Center
St. Ann's Center for Children, Youth, and Families
Step Afrika!
Teens Run DC
U.S. Chess Center
Urban Alliance
Wilderness Leadership & Learning
Wonders Child Care
YMCA of Metropolitan Washington
YWCA of the National Capital Area

COMMUNITY DEVELOPMENT AND SUPPORT

501cTECH
Arcadia Food
Catalogue for Philanthropy
Center for Nonprofit Advancement
Charge Up Collaborative
City First Enterprises
Coalition for Smarter Growth
Compass
Community Foundation for Northern Virginia
Community Foundation for the National Capital Region
DC Bar Foundation
Empower DC
FRESHFARM Markets
Fair Chance
Impact Silver Spring
Jovid Foundation
Latino Economic Development Center
Leadership Greater Washington
Leadership Sanctuary
Life Asset
Pentagon Memorial Fund
Stone Soup Films
Taproot Foundation DC
Volunteer Fairfax
Washington Area Bicyclists Association
Washington Area Community Investment Fund
Washington Regional Association of Grantmakers
Yachad

DISABILITY SERVICES

Arc of Northern Virginia
Cornerstone Montgomery
Easter Seals Serving DC | MD | VA
Green Door
Linden Resources
Madison House Autism Foundation
Marriott Foundation for People with Disabilities
Mental Health Association of Montgomery County
Northern Virginia Therapeutic Riding Program
Quality Trust for Individuals with Disabilities
Treatment and Learning Centers

DOMESTIC ABUSE

Calvary Women's Services
DC Volunteer Lawyers Project
District Alliance for Safe Housing
My Sister's Place

EDUCATION

826DC
Black Student Fund
Bridges Public Charter School
Bright Beginnings
Briya Public Charter School
Byte Back
BUILD Metro DC
Capital Area Asset Building
Capital Partners for Education
Carlos Rosario International Public Charter School
Center for Inspired Teaching
César Chávez Public Charter School
Chelsea School
Child & Family Network Centers
College Success Foundation
CollegeTracks
Communities in Schools of the Nation's Capital
Computer C.O.R.E.
DC Promise Neighborhood Initiative
Ellington Fund
Elsie Whitlow Stokes Public Charter School
Free Minds Book Club & Writing Workshop
Friendship Children's Center
Higher Achievement
Hopkins House
Horizons Greater Washington
Howard University School of Communications
Ivymount School
Kingsbury Center
Lab School of Washington
Latin American Montessori Bilingual Public Charter School
Life Asset
Literacy Council of Northern Virginia
Literacy Lab
Live It Learn It
Main Street Child Development Center
Mentors of Minorities in Education, Inc.
National Child Research Center
National History Day
National Science Teachers Association
National Women's History Museum
New Community for Children
New Futures
Next Step Public Charter School
One World Education

PEN/Faulkner Foundation
Reach Incorporated
Reading Connection
Reading Partners
River School
Rosemount Center
Scholarship Fund of Alexandria
See Forever Foundation/Maya Angelou Schools
Teaching for Change
Turning the Page
Two Rivers Public Charter School
Washington English Center
Washington Literacy Center
Washington Middle School for Girls
Washington Yu Ying Public Charter School
Words Beats & Life
VirginiaFIRST
YouthBuild Public Charter School

EMERGENCY RELIEF

Arlington Thrive
American Red Cross – Alexandria, VA
American Red Cross – DC

ENVIRONMENT

Accokeek Foundation
Alice Ferguson Foundation
Anacostia Watershed Society
Audubon Naturalist Society
Bethesda Green
Coalition for Smarter Growth
C&O Canal Trust
Earth Conservation Corps
Friends of the National Arboretum
Green America
Living Classrooms
National Cherry Blossom Festival
University of Maryland Center for Environmental Studies
Wilderness Leadership & Learning

FAMILY SUPPORT

A Wider Circle
Ayuda
The Barker Foundation
Caregiver Action Network
Child Center and Adult Services
Child & Family Network Centers
DC Diaper Bank
For Love of Children
Georgia Avenue Family Support Collaborative
Good Shepherd Housing and Family Services
Healthy Babies Project
Insight Memory Care Center
Kidsave International
Latin American Youth Center
Northern Virginia Family Service
Parent Encouragement Program
St. Ann's Center for Children, Youth, and Families
Stop Child Abuse Now
Total Family Care Coalition
Vehicles for Change
Voices for a Second Chance

HEALTHCARE

Alzheimer's Association
Brain Injury Services
CDC Foundation
Children's Inn at NIH
Community Education Group
Community Ministries of Rockville
Emmaus Services for the Aging
Georgia Avenue Family Support Collaborative
Greater Prince William Community Health Center
Healthy Babies Project
Home Care Partners

Insight Memory Care Center
Mary's Center for Maternal and Child Care
Mental Health Association of Montgomery County
National Multiple Sclerosis Society
Northern Virginia Area Health Education Center
Northern Virginia Family Service
NOVA ScriptsCentral
Phoenix Houses of the Mid-Atlantic
Pregnancy Aid Centers
Reality, Inc.
Ronald McDonald House Charities of Greater Washington, DC
Seabury Resources for Aging
SOME
Special Love
Women's Collective

HOUSING AND HOMELESSNESS

BEST Kids
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
Habitat for Humanity of Northern Virginia
Homestretch
Home Care Partners
Hope and a Home
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
Street Sense
Thrive DC
United Community Ministries
UPO
Washington Area Community Investment Fund
Washington Legal Clinic for the Homeless
Wesley Housing Development Corporation
Yachad

LEGAL SERVICES

CASA for Children of DC
Children's Law Center
DC Bar Foundation
DC Bar Pro Bono Center
DC Employment Justice Center
DC Lawyers for Youth
DC Law Students in Court
DC Volunteer Lawyers Project
Washington Legal Clinic for the Homeless

SENIOR SERVICES

Emmaus Services for the Aging
Home Care Partners
Insight Memory Care Center
Iona Senior Services
Seabury Resources for Aging
Senior Services of Alexandria

SOCIAL SERVICES

A Wider Circle
Alexandria Seaport Foundation
Arlington Thrive
Aspire Counseling
Ayuda
The Barker Foundation
Bread for the City
Byte Back
Capital Area Asset Builders
Capital Area Food Bank
Caregiver Action Network
Catholic Charities of DC
Child Center and Adult Services
Child & Family Network Centers
City First Enterprises
Community Crisis Services
Damien Ministries
DC Fiscal Policy Institute
Empowered Women International
Equal Rights Center
Family Matters of Greater Washington
For Love of Children
Friends of Guest House
Georgia Avenue Family Support Collaborative
Good Shepherd Housing and Family Services
Greater Prince William Community Health Center
Healthy Babies Project
Interfaith Works
Jewish Social Service Agency
Kidsave International
Latin American Youth Center
LIFT-DC
The Literacy Lab
Manna Food Center
Martha's Table
Mary's Center for Maternal and Child Care
Miriam's Kitchen
Northern Virginia Family Service
OAR of Fairfax County
Perry School Community Services Center
Public Allies
Samaritan Inn
SOME
St. Ann's Center for Children, Youth, and Families
Stepping Stones Shelter
Stop Child Abuse Now
STRIVE DC
Total Family Care Coalition
Urban Alliance
Vehicles for Change
Voices for a Second Chance
Volunteers of America – Chesapeake
Washington English Center (formerly known as Language ETC)
Wendt Center for Loss & Healing
YMCA of Metropolitan Washington

VETERANS' SERVICES

Bob Woodruff Foundation
Homes for Our Troops
Our Military Kids
Veterans on the Rise
Yellow Ribbon Fund



Junior Achievement of Southeastern Pennsylvania

Funding Strategy

Junior Achievement works to empower young people to own their economic success.



Main Line Art Center

Funding Strategy

The mission of Main Line Art Center is to inspire and engage artistic creativity for all ages and abilities and to celebrate the role of visual art in community life.



West Oak Lane Charter School

Strategic Alignment

WOLC's mission is to empower children to become lifelong learners in the areas of science, technology, and the humanities.

Welcoming Center for New Pennsylvanians

Board Development

The Welcoming Center's mission is to serve as a centralized employment, small business, and education and training center for the region's immigrant community.



Center for Advocacy for the Rights and Interests of the Elderly (CARIE)

Board Development

CARIE's mission is to improve the rights, well-being, and autonomy of older adults.



“ We have worked with many consultants in the past, both paid and voluntary, this is by far the most comprehensive and valuable experience we have had.”
Center for Advocacy for the Rights and Interests of the Elderly

North Light Community Center

Funding Strategy

North Light Community Center's mission is to enable people of all ages and abilities to reach their full potential.



Delaware Valley Green Building Council

Strategic Alignment

DVGBC works to inspire, educate, and connect people around green building practices.



Women Organized Against Rape

Board Development

Women Organized Against Rape works to eliminate sexual violence and advocate for the rights of victims of sexual assault.

Smith Memorial Playground and Playhouse

Partnerships and Collaborations

Smith Memorial Playground and Playhouse provides opportunities for unstructured creative play for children ages 10 and under.

GOVERNANCE

Philadelphia Board of Directors

Brent Martin, *Chair*
Four Seasons Hotel
Harvard Business School

Dean Miller, *Treasurer*
Novitas Capital
The Wharton School

Dan Rhyhart,
Immediate Past Board Chair
Blank Rome LLP

Marissa Cherian
Marissa Cherian LLC
The Wharton School

Jack Crowley
Cohero Health

Sharon Gallagher
Sage Communications

Todd Gibby
BoardEffect
The Wharton School

Eileen Ruby
Columbia Business School

“Compass gave us traction to dig into this project. The team has opened our eyes to other related issues we had not considered. We now have a clear time frame and the diligence to get on a path to creating a successful project.”

**Smith Memorial
Playground & Playhouse**

SPECIAL THANKS

We are grateful for the continued support of the Greater Philadelphia alumni clubs of the following business schools:

Columbia Business School
Cornell University Johnson Graduate School of Management
Dartmouth College Tuck School of Business
Duke University Fuqua School of Business
Harvard Business School
NYU Stern School of Business
Northwestern University Kellogg School of Management
Stanford Graduate School of Business
University of Michigan Ross School of Business
University of Pennsylvania Wharton School of Business
University of Virginia Darden School of Business

And to Drexel University Lebow College of Business for volunteer support

We appreciate volunteer recruiting support from the following:

Accenture
Blank Rome LLP
Comcast
Deloitte
IBM
KPMG
Mercer
PricewaterhouseCoopers
SEI
Willis Towers Watson

We are thankful for financial contributions from the following:

Bryn Mawr Trust
Turnaround Management Association - Philadelphia

We are grateful for the in-kind public relations support from:

Sage Communications

Foundation Supporters

We are grateful to the following foundations whose support allowed us to assist so many nonprofits this year.

With much gratitude, we acknowledge:

Connelly Foundation
Dolfinger-McMahon Foundation
Douty Foundation
Falconhead Foundation
Independence Foundation
MKM Foundation
The Philadelphia Foundation - William P. Gest Memorial Fund #1

Event Support

We could not hold our orientations, information sessions, and trainings without the generous contribution of meeting space from the following organizations:

Blank Rome LLP
Brown Brothers Harriman
Greater Philadelphia Chamber of Commerce
Mercer
Pennsylvania Academy of the Fine Arts
The Franklin Institute

“ ASAP has pointed to its work with Compass to demonstrate its commitment to an effective transition of its board leadership. This has been an important step in building confidence in the future of ASAP among the organization’s many stakeholders and supporters.”

After School Activities Partnerships

DONORS

In 2015-16, Compass volunteers provided the market equivalent of \$1.7 million in strategic consulting, free of charge, to Greater Philadelphia nonprofits.

Compass gratefully acknowledges the generous supporters who made our work with 10 Greater Philadelphia nonprofits possible in 2015-16. 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 \$14 of consulting services back to the nonprofit community.

PATRONS

\$5,000 and above

Todd and Lisa Gibby
Green Street Fund
Rich Sternhell

LEADERSHIP CIRCLE

\$2,500-\$4,999

Clinton Brooks
David Denious
Robert Hall
Robert Kathol
Skip Maner

DIRECTORS CIRCLE

\$1,000-\$2,499

Thomas Burt
Marissa and Saj Cherian
Jack Crowley
Beth and David Dahle
Rodney Day
Lauren Juszcuk*
Daniel Keyes*
Dan Rhyhart
Brent Martin and Cruz Velasco

SUPPORTERS

\$500-\$999

Kashif Chaudhry*
Matthew Cuddy*
Charles Ercole
Sharon Gallagher
Michelle Hong
Dean Miller

\$250-\$499

Pamela Dixon*
Wendy Glazer
Christine Jacobs*
Meryl Levitz
Larry and Ronnie Margel
Robert Muse*
Mathew Rotenberg*
Jacquie and Eric Stern

\$100-\$249

Anne Randig Andres*
Sandra Anglin-Caldwell*
Daniel Avampato*
Curtis and Judit Nagy-Eichelberger*
Matthew Gallagher*
Barry Genkin*
Julie and Bill Golderer
Jaime Gusdorff*
Brendan Harnett*
Ayanna Haskins*
Kristy Leong*
Robert Levin*
Paul Levy
Julie Orts*
David Othmer*
Jay Rose*
Heather Sonnenberg*
Olan Soremekun*
Daniel Stella*
Rajani Veeramachaneni*

UP TO \$100

Anonymous (6)
Anonymous, in honor of Savitri Devi
Stacey Behm*
Susan Bigler*
Doug Bloom*
Ari Borthakur* in honor of
Ana Ramos-Hernandez
Linsey Bozzelli*
Lily Cappelletti
Ying Chung*
Steve Dubow*
Lawana Dumas
Lisa Dutton*
Ubek Ergashev*
Carol Gershon*
Aashish Goswami
Neil Gupta*
Marc Gutstein*
Tricia Handza*
Michael Iannucci*
Cory Jacobs*
Barbara Jaffe*

LeRoy Jones*
Clair Kettler*
Sara Keyes*
Akshay Khanna*
Leily Saadat-Lajevardi*
Marcie Landsburg*
Eitan Lefkowitz*
Katy Lichtenstein*
Jontue Long*
Francisco Loranca*
Dianne Mairone*
Wendy Ney Manley*
Robert Martin*
Wendy McCulley*
Gwendolyn McDay*
Diane A. Menio
Joe Mintz*
Daniel Morris*
Richard Moses*
Nicholas Mraz*
Sang Mi Pak*
Julia Pare*
Michael Plunkett*
Reena Rai*
Scott Sameroff*
Kathleen Shrader*
Tomea Sippio-Smith*
Aaron Spence*
Alexander Tanker*
Puja Thaker*
Jose Vega*
Jen-Chin Wang*
Christine Wilmerding*
Rebecca Zinn*
Keely Zipp*

Corporate Match

Matthew Cuddy* - Mercer
Ayanna Haskins* - TE Connectivity
Lauren Juszcuk* - PricewaterhouseCoopers
Daniel Keyes* - PricewaterhouseCoopers
Robert Martin* - TE Connectivity
Robert Muse* - SEI Investments
Kathleen Shrader* - Boeing

*denotes 2015-16 volunteer

Umbrella Memorial Golf Outing

Compass was thrilled to be selected as the beneficiary of the 49th annual Umbrella Memorial Golf Outing, held October 14, 2015 at Gulph Mills Golf Club. Through the generosity of the five-member planning committee and the participation of their many business colleagues, Compass received just under \$25,000 in support of our program to provide pro bono strategy consulting to local nonprofits. Compass was invited to make a presentation to guests and was joined by Compass Board members and the Executive Director of former nonprofit client Habitat for Humanity who offered a testimonial about the value Compass strategic consulting projects bring to local nonprofits.

Umbrella Golf Sponsoring Donors

Clinton Brooks
David Denious
Robert Hall
Robert Kathol
Skip Maner

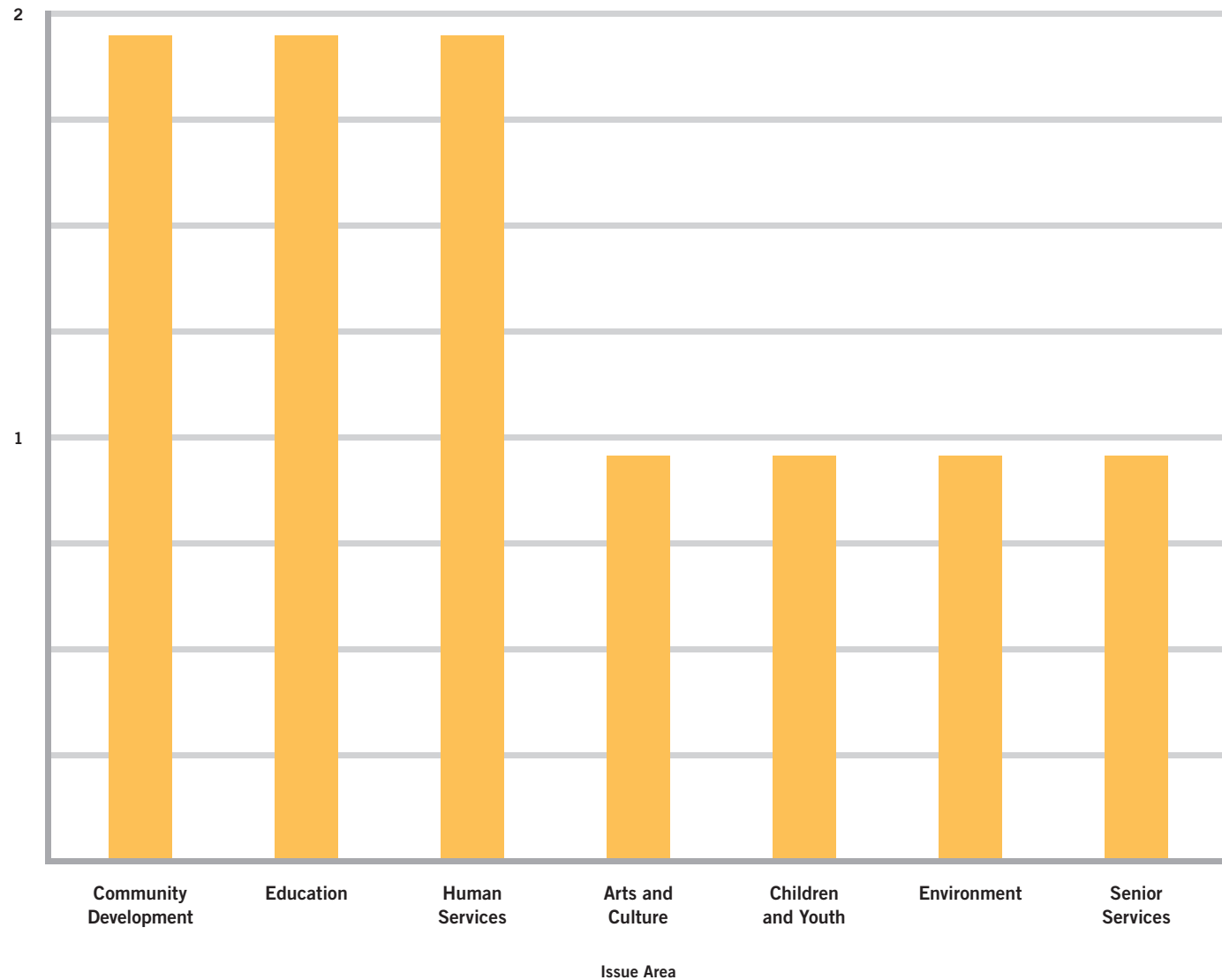
Umbrella Golf Contributors

Anonymous
Andrew Addis
James Ashton
Richard Baruch
Frederick Bittenbender
Blynn Commercial Real Estate
James Buck
Thomas Burt
Kevin Cahill
Jeffrey Constable
George Corrigan
David Crossed
Rodney Day
William Dordelman
Thomas Drake
Adam Fischer
Gregg Frigerio
Sam Gabbita
Jerome Goldberg
David Grau
William Hamilton
Peter Henson

Anthony Ibarguen
Jack Kirkpatrick
Brian Lee
Jon Lubert
Christopher Maguire
Andy Maner
Robert McAlaine
Dean McQuirns
Edmund Moore
Peter Morse
John Owens
Charles Pilkington
Darren Pulito
Victor Rainsford
Christopher Ray
Philip Ringo
David Roberts
Andrew Schmucker
Jonathan Scott
John Shoemaker
Jeffrey Sloan
Richard Smoot
Sid Smith
Derek Spence
Gordon St. John
Patrick Traynor
John Weber
Lane Wiggers
Michael Zisman

ISSUE AREA DISTRIBUTION

■ 2015-16 GREATER PHILADELPHIA PROJECTS



Compass works with nonprofits across issue areas. All of the nonprofits benefit the local community.

VOLUNTEERS

GREATER PHILADELPHIA PROJECTS

After School Activities Partnerships
Christine Jacobs, Project Leader
Katy Lichtenstein, Deputy Project Leader
 Jontue Long, Rick Moses, Michael Plunkett, Joy Sardinsky, Alex Tanker, Puja Thaker

Center for Advocacy for the Rights and Interests of the Elderly
Olan Soremekun, Project Leader
Charmel Sippio, Deputy Project Leader
 James Bullock, Andy Cohen, Pam Dixon, Lauren Juszcuk, Zeke Lim, Dianne Mairone, Tanya Sheptock

Delaware Valley Green Building Council
Keely Zipp, Project Leader
Tricia Handza, Deputy Project Leader
 Matthew Cuddy, Julian Gordon, Clair Kettler, Danny Keyes, Gwendolyn McDay, Joe Mintz, Wendy Ney Manley

Junior Achievement of Southeastern Pennsylvania
Rob Levin, Project Leader
Reena Rai, Deputy Project Leader
 Sandra Anglin-Caldwell, Yvette Chung, Neil Gupta, Jonathan Martha, Dan Morris, Robb Muse, Aaron Spence, Michael Stinson

Main Line Art Center
Lee Jones, Project Leader
Julie Pare, Deputy Project Leader
 Ari Borthakur, Linsey Bozzelli, Barry Genkin, Sang Mi Pak, Katie Shrader, Jen-Chin Wang

North Light Community Center
Jose Vega, Project Leader
Matt Gallagher, Deputy Project Leader
 Kashif Chaudhry, Carol Gershon, Brendan Harnett, Jenna Leibowitz, Kristy Leong, John Pratt, Scott Sameroff

Smith Memorial Playground and Playhouse
David Othmer, Project Leader
Judit Nagy-Eichelberger, Deputy Project Leader
 Ubek Ergashev, Mat Rotenberg, Sunita Sisodia, Heather Sonnenberg, Dan Stella, Christine Wilmerding

Welcoming Center for New Pennsylvanians
Jaime Gusdorff, Project Leader
Leily Saadat-Lajevardi, Deputy Project Leader
 Kirk Czonstka, Steve Dubow, Cory Jacobs, Barbara Jaffe, Brandon Leeper, Fran Loranca, Rajani Veeramachaneni

West Oak Lane Charter School
Jay Rose, Project Leader
Nick Mraz, Project Leader
 Joe Fricker, Ayanna Haskins, Mike Iannucci, Sara Keyes, Tomea Sippio-Smith, Stacey Stroud, Becca Zinn

Women Organized Against Rape
Anne Randig Andres, Project Leader
Kiran Muglurmath, Deputy Project Leader
 Dan Avampato, Lisa Dutton, Marc Gutstein, Marcie Landsburg, Eitan Lefkowitz, Bob Martin, Julie Orts

“ I wish more people knew about Compass, the best kept little secret out there...Making this great long-lasting impact and getting such leverage from work being done, that’s the biggest thing that Compass provides.”
Junior Achievement of Southeastern Pennsylvania, Project Leader

After School Activities Partnerships (ASAP)
 American Red Cross – Philadelphia
 Center for Advocacy for the Rights and Interests of the Elderly (CARIE)
 Chester County OIC
 Community Learning Center
 Delaware Valley Green Building Council
 Diversified Community Services
 Habitat for Humanity Philadelphia
 Hope Partnership for Education
 Junior Achievement of Southeastern Pennsylvania
 Main Line Art Center
 Mercy Neighborhood Ministries of Philadelphia
 North Light Community Center
 Pennsylvania Academy of the Fine Arts (PAFA)
 Philadelphia Works
 Programs Employing People
 SeniorLAW Center
 Smith Memorial Playground and Playhouse
 Welcoming Center for New Pennsylvanians
 West Oak Lane Charter School
 Women Organized Against Rape
 Women's Center of Montgomery County

Greater Philadelphia Client Selection Committee
 Anton Burnette, Lily Cappelletti, Kashif Chaudhry, Jack Crowley, Lana Donohue, Lawana Dumas, Judy Franciotti, Todd Gibby, Tricia Handza, Lee Jones, Brent Martin, Joe Mintz, Judit Nagy-Eichelberger, Julie Orts, David Othmer, Michael Plunkett, Anne Randig Andres, Leily Saadat-Lajevardi, Rich Sternhell, Steve Zipf

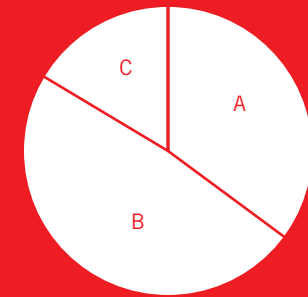
Greater Philadelphia Project Advisors
 Lawana Dumas, Rich Sternhell, Steve Zipf

Greater Philadelphia Project Leader Selection Committee
 Kashif Chaudhry, Marissa Cherian, Lawana Dumas, Sharon Gallagher, Todd Gibby, Lee Jones, Barbara Mihatov, Dean Miller, Judit Nagy-Eichelberger, David Othmer

And special thanks to Dan Rhynhart for his efforts to recruit Blank Rome attorneys, and to Tricia Handza and David Othmer for their leadership of the Volunteer Contest.

We would like to wish luck to our volunteers who plan to enroll in MBA programs this fall.

REVENUE AND EXPENSES

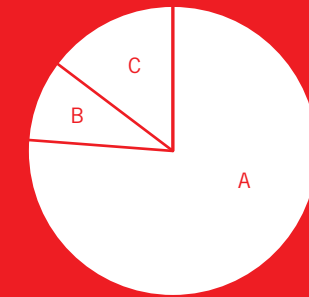


REVENUE

Individuals (A)
35%

Foundations (B)
49%

Corporations (C)
16%



EXPENSES

Program (A)
75%

Management and General (B)
11%

Development (C)
14%

“ We created a brand new program and we’re helping people find jobs. We are able to do this because of the analysis and the work the Compass team did to support this initiative. We would have never been able to raise that amount of money for that level of work. Never, never, never. It’s invaluable to nonprofits, because nobody funds strategic planning. I would definitely do it again.”
Community Learning Center

COMPASS STAFF

Compass National

Suzanne Laporte
President

Anne Hefter
Director of Development
and Strategic Initiatives

Elizabeth Elliott
Associate Program Manager

Nathalie Miraval
Assistant Program Manager

Greater Washington

Justine Wu
Director of Consulting Programs

Nalini Rogers
Program Manager, On Board

Greater Philadelphia

Beth Dahle
Executive Director

AWARDS

Compass is pleased to be selected by the Catalogue for Philanthropy: Greater Washington as “one of the best” community-based nonprofit organizations in the region. Compass is one of 74 nonprofits chosen from nearly 200 candidates.

“ I went to Hope for one of their back to school nights and I learned they implemented new adult computer learning classes. It was amazing to see that they changed their curriculum because of the work the Compass team did.”

Hope Partnership for Education, Team Member





Compass

www.compassprobono.org



1720 N Street, NW
Washington, DC 20036
202.629.2354

451 Moreno Road
Wynnewood, PA 19096
610.745.3223