



COMPASS

2016-17 ANNUAL REPORT



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

Art Enables

is a studio, an art gallery, and vocational arts program for emerging artists with developmental disabilities.

BOARD DEVELOPMENT

(Pictured on Cover)

Thrive DC

works to prevent and end homelessness by providing vulnerable individuals with a comprehensive range of services to help stabilize their lives.

STRATEGIC ALIGNMENT

(Pictured Opposite)





Wilderness Leadership & Learning (WILL)

provides challenging learning opportunities to inspire youth to make good decisions, become effective leaders, and achieve their goals.

BOARD DEVELOPMENT



FROM THE BOARD CHAIR AND PRESIDENT

It's hard to look back at the past year without just a little awe and amazement. Compass' pro bono consulting program steamed ahead with 72 projects across Greater Washington, Greater Philadelphia and Chicago with more than 500 volunteers giving their time to local nonprofits.

But there is more. We celebrated Compass' 15th anniversary by bringing together hundreds of people from our past and present. We honored one of Compass' co-founders, Ern Blackwelder, as well as Joe Suarez from Booz Allen Hamilton. We also were pleased to have guest speaker Richard Marriott talking about the importance of community and the work of nonprofits. Compass board members, volunteers, donors, and partners joined the festivities as we looked back at the early years of Compass and marveled at how far we had come.

But there is more. While celebrating our past, we also took a large step forward by launching the third Compass City! In the fall of 2016, after a year of meetings and research, we felt the call of the Windy City and launched seven pro bono projects. The benefits of the unique Compass program became clear to those nonprofits looking to move their organizations to the next level. At the same time, we had overwhelming response from business professionals who wanted to efficiently volunteer in a way that provided the most impact back to their community.

And there is still more. Compass received a \$200,000 grant from CEB, now Gartner, to launch the Jerry Sorkin Center for Nonprofit

Governance. The Sorkin Center will build on the board governance work we started with our On Board program. Since 2014, we have placed 92 business professionals onto the boards of 69 nonprofits through On Board. The Sorkin Center provides Compass with an extraordinary board training program, which will deepen the training provided to On Board participants. In addition, through the Sorkin Center, Compass will be able to train not only the individuals who participate in On Board, but the entire boards of the nonprofits where we match them. The Sorkin Center will enable Compass to have substantially more impact on nonprofit boards, and ultimately the nonprofits themselves and the communities they serve.

And finally, we ended the year with a new Strategic Plan. The new plan ensures that we continue the core programs we currently offer, with an emphasis on strengthening our internal infrastructure and capacity to support those programs. Other highlights of the new Strategic Plan include further expansion into select cities across the country, continued focus on high quality programs, and strengthening the governance and funding required of a growing national organization.

One last important note...As part of the new Strategic Plan, Compass is launching a new effort to determine if we have a role in supporting nonprofits that are considering or implementing a merger with another nonprofit. We often hear about the need for more nonprofit mergers. We want to find out if that's true. Compass' greatest assets are our relationships with extremely talented business professionals.

If we can bring them in to do strategic consulting for nonprofits, perhaps we can also bring them in to support nonprofit mergers. We will spend the next six to 12 months examining the state of nonprofit mergers to understand what works and what doesn't. Through these efforts, we hope to identify the role Compass can play when a nonprofit needs assistance in merger efforts. As part of our 15th anniversary, we celebrated Ern Blackwelder's contributions to Compass with The Ern Blackwelder Fund for Nonprofit Mergers. And that's where we started this tremendous year.

Each new initiative will continue giving. On Board will become stronger with the Sorkin Center. Work to find our role supporting nonprofit mergers is moving ahead. We will be putting in place the infrastructure, funding and governance to be ready for Compass City #4.

To everyone who supported us through these milestone moments in 2016-17, thank you very much! We could never accomplish all of this without you. Thank you for believing in Compass, for celebrating our progress, and for looking to the future with us. We are truly grateful.

Warmest regards,

JULIE MANER
Board Chair

SUZANNE LAPORTE
President

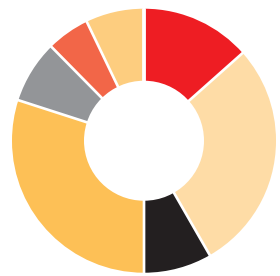
2016-17 IMPACT

NUMBER OF PROJECTS BY ISSUE AREA



- Arts and Culture: 16
- Children and Youth: 14
- Disability Services: 5
- Domestic Violence: 1
- Education: 13
- Healthcare: 1
- Housing and Homelessness: 4
- Human Services: 17
- Senior Services: 1
- Veterans: 1

NUMBER OF PROJECTS BY SERVICE LINE



- Board Development: 12
- Funding Strategy: 19
- Incubator: 6
- Strategic Alignment: 25
- Strategic Marketing: 4
- Strategic Partnerships and Collaborations: 2
- Strategic Planning: 4

TOTAL VALUE OF SERVICES IN DC/PH/CH

\$8.2
MILLION

NUMBER OF PEOPLE OUR NONPROFIT CLIENTS SERVED IN 2016-17

OVER
2,250,000
PEOPLE IN DC/PH/CH

COMPASS TOTAL FTE

6.4

NUMBER OF VOLUNTEERS

509

FROM 204 COMPANIES

NUMBER OF VOLUNTEER HOURS

22,960
DC

7,520
PH

2,104
CH

32,584
TOTAL

NUMBER OF NONPROFIT CLIENTS

54
DC

11
PH

7
CH

NUMBER OF ON BOARD PLACEMENTS

32

CANDIDATES MATCHED TO 28 BOARDS

GREATER WASHINGTON PROGRAM

“ This has been a valuable, very important project for us at a turning point for our organization. This project will certainly help as we transition into the next phase with a new theatre.”

METROSTAGE

MetroStage

produces an eclectic season of contemporary plays and musicals that are chosen to enrich, enlighten, and entertain and that reflect the diverse population of the DC metro area.

BOARD DEVELOPMENT



Easter Seals Serving DC | MD | VA

provides services to ensure that all people with disabilities or special needs have equal opportunities to live, learn, work, and play.

STRATEGIC ALIGNMENT





City Year

works to end the high school drop-out crisis by deploying young AmeriCorps volunteers to high-need urban schools.

BOARD DEVELOPMENT



“ I enjoyed team meetings where we were able to sit and think critically of how we were solving the problem. The different approaches were refreshing.”
VOLUNTEER, CITY YEAR



DC Youth Orchestra Program

provides quality music instruction and performance opportunities for young people, while instilling academic discipline and focus.

BOARD DEVELOPMENT



“Compass did a great job in helping our board identify its strengths and challenges as well as a path for moving forward. It was the perfect partner in helping take our organization to the next level.”
DC YOUTH ORCHESTRA



PROJECTS

Alliance Française de Washington

promotes dialogue and understanding in a multicultural society through language training and cultural exchanges.

STRATEGIC ALIGNMENT

BEST Kids

empowers youth in foster care to build better futures by developing and supporting one-on-one, community-based mentoring relationships.

STRATEGIC ALIGNMENT

BUILD Metro DC

ignites the potential of youth in under-resourced communities through entrepreneurship-based, experiential learning.

STRATEGIC ALIGNMENT

Byte Back

improves economic opportunity by providing computer training and career preparation to underserved Washington, DC residents.

STRATEGIC ALIGNMENT

Capital Area Asset Builders

empowers low- and moderate-income residents to take control of their finances, increase their savings, and build wealth for a better future.

STRATEGIC ALIGNMENT

Capitol Post

serves as the platform for military veterans and spouses growing sustainable and scalable businesses or transitioning into new careers.

BOARD DEVELOPMENT

City First Enterprises

promotes equitable community development by increasing economic access and expanding opportunity for low-wealth communities.

STRATEGIC ALIGNMENT

Common Good City Farm

works to create a vibrant, informed, and well-nourished community through urban farming.

STRATEGIC ALIGNMENT

Constellation Theatre Company

works to spark curiosity and imagination with plays that feature visual spectacle, original music, dynamic movement, and passionate acting ensembles.

STRATEGIC ALIGNMENT

Cornerstone Montgomery

empowers people living with mental health and co-occurring substance use disorders to live and work within their community.

STRATEGIC PLANNING

Dana Tai Soon Burgess Dance Company

creates and performs new modern dance choreographies that sensitively bridge cultures and connect shared human experiences.

FUNDING STRATEGY

DC Diaper Bank

works to strengthen families by providing a reliable supply of free diapers and other hygiene essentials to families in need.

FUNDING STRATEGY

Fat and Greasy Citizens Brigade

offers free outdoor productions of the works of William Shakespeare to the DC community each summer.

INCUBATOR

Father McKenna Center

meets the immediate needs of the poor and homeless by providing food, shelter, clothing, and services to support their journey toward stability.

FUNDING STRATEGY

GALA Hispanic Theatre

shares Latino arts and cultures with diverse audiences, creating work that speaks to communities today and preserves the rich Hispanic heritage.

STRATEGIC MARKETING

Girls on the Run of Northern Virginia

inspires girls to be joyful, healthy, and confident by using an experience-based curriculum that creatively integrates running.

STRATEGIC PLANNING

Girls Rock! DC

creates a supportive, inclusive, and creative space for girls to develop their self-confidence, build community, stand up, and rock out by providing a base in music education.

INCUBATOR

Green Acres School

challenges and inspires pre-K through 8th grade students to live and learn with intellect, curiosity, determination, joy, and compassion.

STRATEGIC MARKETING

Homeless Children's Playtime Project

nurtures healthy child development and reduces the effects of trauma among children living in temporary housing programs.

BOARD DEVELOPMENT

Horizons Greater Washington

develops partnerships between independent and public school communities to empower economically disadvantaged students to realize their full potential.

FUNDING STRATEGY

Identity, Inc.

facilitates the successful transition of Latino youth into adulthood by providing skills, guidance, positive role models, and a strong sense of community.

FUNDING STRATEGY

Jubilee JumpStart

prepares children from low-income families for success in school and life

STRATEGIC ALIGNMENT

KID Museum

cultivates creativity, curiosity, and compassion to build a better world by engaging youth in science, technology, art, and math.

STRATEGIC ALIGNMENT

Lab School of Washington

is an innovative learning community fostering scholarship and creativity in students with different learning styles.

STRATEGIC PLANNING

Life Asset

helps alleviate poverty by empowering people through affordable financial products, services, and education.

STRATEGIC ALIGNMENT

Madison House Autism Foundation

provides support, opportunities, and hope to adults with autism and their families.

STRATEGIC ALIGNMENT

Montgomery Community Television

encourages and sponsors "first voice" multimedia content that meets community needs and offers forums for free expression.

FUNDING STRATEGY

Next Step Public Charter School

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

STRATEGIC PLANNING

One World Education

improves the research, writing, and presentation skills for middle school and high school students.

STRATEGIC ALIGNMENT

Pointless Theatre

creates bold and visceral spectacles that gleefully smash the traditional boundaries between puppetry, theatre, dance, music, and the visual arts.

INCUBATOR

President Lincoln's Cottage

brings the world to the Cradle of the Emancipation Proclamation to connect with President Lincoln through his untold stories.

FUNDING STRATEGY

Seabury Resources for Aging

provides personalized, affordable services and housing options to help older adults live with independence and dignity.

BOARD DEVELOPMENT

Skyland Workforce Center

engages business, government, community-based organizations, and individuals to provide a continuum of workforce development services.

STRATEGIC PARTNERSHIPS AND COLLABORATIONS

Southeast Ministry

develops culturally sensitive education programs that address the root causes of social problems, including poverty, illiteracy, and violence.

STRATEGIC ALIGNMENT

Spooky Action Theater

recharges its audience's imaginative, intuitive, and emotional core and rekindles its shared consciousness.

FUNDING STRATEGY

Step Afrika!

uses the tradition of stepping as an educational, motivational, and healthy tool for young people through arts education, international exchange programs, and performances.

FUNDING STRATEGY

PROJECTS (CONT.)

“ I just have to say that the spirit of this team, in combination with their research, led to incredible value for our organization. We felt respected and celebrated during the entire experience, even as we were making tough changes to improve. Not an easy feat.”
THE WELDERS

Stone Soup Films

organizes professional talent to produce pro bono films that help nonprofits communicate more effectively.

STRATEGIC ALIGNMENT

Theatre Prometheus

explores and promotes women-focused, diverse narratives. The Theatre is committed to providing opportunities to local artists, with productions by and for the community.

INCUBATOR

Voices for a Second Chance

empowers the incarcerated and newly-released to create, maintain, and strengthen family and community ties.

BOARD DEVELOPMENT

Volunteer Fairfax

mobilizes people and resources to meet regional community needs.

STRATEGIC MARKETING

Washington Inner City Lacrosse Foundation (WINNERS Lacrosse)

uses character-based education and the sport of lacrosse to teach life skills to boys and girls from inner city neighborhoods.

FUNDING STRATEGY

We Happy Few Productions

presents stripped-down, small cast, ensemble productions with a group of talented artists, providing unique perspectives on classic texts.

INCUBATOR

The Welders

is a playwrights' collective whose mission is to establish an evolving, alternative platform for play development and production.

BOARD DEVELOPMENT

Workhouse Arts Foundation

seeks to grow a vibrant arts center that offers opportunities and joyful experiences in visual and performing arts, history, and education.

STRATEGIC MARKETING

Yachad

brings communities together to preserve affordable housing and revitalize neighborhoods.

STRATEGIC ALIGNMENT

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SPECIAL THANKS



COMPASS LAUNCHES SORKIN CENTER WITH GRANT FROM CEB

CEB, now Gartner, provided Compass with a \$200,000 grant to establish the Jerry Sorkin Center for Nonprofit Governance in honor of the late Jerry Sorkin. In addition to the grant, CEB provided Compass with a training that had been developed by Jerry Sorkin for CEB employees interested in nonprofit board service. This training will expand the impact of Compass' On Board program, which matches business professionals onto nonprofit boards and then trains them in board governance. Compass is honored to be selected for the Sorkin Center.



CORPORATE SPONSORS

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

Booz | Allen | Hamilton



VOLUNTEER RECRUITMENT

We also appreciate volunteer recruitment support from the following:

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EVENT SPACE

We appreciate space for our program events from the following:

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 Arnold & Porter Kaye Scholer LLP
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FOUNDATION SUPPORTERS

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

With much gratitude, we acknowledge:

1772 Foundation
 The Elmo Foundation
 The William S. Abell Foundation
 The Morris and Gwendolyn Cafritz Foundation
 The J. Willard and Alice S. Marriott Foundation
 The Meyer Foundation
 Share Fund

And special thanks to:

- Share Fund for partnering with Compass to sponsor 28 Micro Projects for Share Fund grantees.
- The Meyer Foundation for supporting On Board.

BUSINESS SCHOOL ALUMNI CLUB PARTNERS

We are grateful for the continued support of the following local business school alumni clubs:

Columbia Business School
 Fuqua School of Business (Duke University)
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 Johnson Graduate School of Management (Cornell University)
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 Stanford Graduate School of Business
 Stern School of Business (New York University)
 Tuck School of Business (Dartmouth College)
 UNC Kenan-Flagler Business School
 University of Chicago Booth School of Business
 University of Virginia Darden School of Business
 The Wharton School (University of Pennsylvania)
 Yale School of Management

“ The Compass team was an amazing resource for our organization. The team helped us gain valuable perspective on our business and understand both the potential and the limits of earned income as a source of revenue. The professionalism and quality of the work from the team was exceptional and we feel extraordinarily fortunate to have had the opportunity to participate in this wonderful program.”

KID MUSEUM

DONORS

Compass gratefully acknowledges the generous supporters who made our work with 54 Greater Washington nonprofits possible in 2016-17. Every donation to Compass stretches deep into the community, making high-level, pro bono consulting available to the Greater Washington nonprofit community.

54
CLIENTS

9:1

EVERY DOLLAR DONATED
EQUATES TO \$9 IN SERVICES

\$5,363,600

MARKET EQUIVALENT OF
STRATEGIC CONSULTING
PROVIDED BY VOLUNTEERS

BENEFACTORS \$10,000 and above

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*denotes 2016-17 volunteer

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Compass gratefully acknowledges the companies that match employee contributions or volunteer hours, as well as the individuals who apply for these matching funds and direct corporate support to Compass.

AARP

Brendan Flinn, Bryan Schwenker

Booz Allen Hamilton

Akosua Baah-Dwomoh, Alex Shapero

Capital One

Lauren Fox

Fannie Mae

Anonymous (2), Christopher Miller

Oracle

Valerie Singer

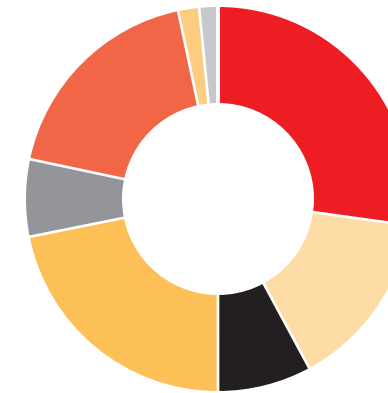
PwC

Danny Fortin, Zachary George, Mihnea Rotariu

WORLD BANK COMMUNITY CONNECTIONS CAMPAIGN

Leyla V. Castillo
 Olga Sumelong Ekume-Ejuma
 Daryl Fields
 Heidi Hennrich-Hanson
 Une J. Lee*
 Karen Mazze and Shanker Krishnan
 Olufunke Olabisi Oyewole
 Nerea Lastras Perez
 Amedee Prouvost
 Richard D. Stern
 John E. Strongman
 Bowen Patrick Uhlenkamp

ISSUE AREA DISTRIBUTION



- Arts and Culture: 15
- Children and Youth: 9
- Disability Services: 4
- Education: 11
- Housing and Homelessness: 4
- Human Services: 10
- Senior Services: 1
- Veterans: 1

“ At our organization we have a tremendous amount of passion for the work that we do, but hardly any formalized business or management training. By pairing with a knowledgeable Compass volunteer team, we were able to utilize a wide variety of professionals who had the skills that we lacked to take our organization to the next level. With the information, encouragement, and accountability given to us by our Compass team, we were able to accomplish even more than we set out to do. Compass was exactly what we needed to boldly and confidently move forward and grow.”

WE HAPPY FEW PRODUCTIONS

VOLUNTEERS

GREATER WASHINGTON PROJECTS

Alliance Française

Jennifer Blasko, Project Leader
Dave Wetzig, Deputy Project Leader
Julie Ferguson, Howard Hyde,
Aaron Roberts, Jeff Warta, Sarah Zolad

Art Enables

Karen Shoos, Project Leader
Carole Klein, Penny Peng, Kyle Rinne

BEST Kids

Nikhil Kumtha, Project Leader
Katie Dobrinski, Kyle Craft, Stan Duvall,
Tim Matthews

Byte Back

Doug Kelly, Project Leader
Sasan Dehghan, Deputy Project Leader
Tosin Agbabiaka, Olutosin Akinyode,
Anne Marie Eifel, Aldo Frosinini, Ann Gray,
Alyssa Guo, Melina Schoppa

BUILD Metro DC

Rob Wetzl, Project Leader
Jenny Craig, Fannie Delavelle, Betsey
Downes, Aditi Sawhney

Capital Area Asset Builders

Mark Beasman, Project Leader
Amy Kroll, Jake Levy, Jeronimo Perrotta,
Eileen Schmidt

Capitol Post

Bridget Richardson, Project Leader
Eric Cada, Robert Carlisle,
Geordie Herald, Alex Ziehm

City First

Abhinav Agrawal, Project Leader
Ola Olabode, Deputy Project Leader
Mike Bernstein, Nicole Fredericks,
Anil Kochhar, Tracey Moon, Bryce Pyle,
Melissa Sanchez, Tripti Singh

City Year

Kelly Turner, Project Leader
Denise Kootin-Sanwu, Deputy Project Leader
Spencer Davis, Sarah Dean, Jessica
Gordon, Matthew Tabas, Jazmin Tanner

Common Good City Farm

Alix Edwards, Project Leader
Kaela Colwell, Jennifer Del Guercio,
Cole Jackob, Molly Lynch

Constellation Theatre

Kim Douglass, Project Leader
Rashed Aboudan, Jenny Cheung,
Zack Miller, Cezara Windrem

Cornerstone Montgomery

Tim Saunders, Project Leader
Alex Hymanson, Deputy Project Leader
Brett Crawford, Anne Krenkel, Kate Myers,
Miranda Osterheld, Jazmyne Reid, TZ Shen

Dana Tai Soon Burgess

Dance Company
Douglas Lim, Project Leader
Jan Abraham, Akshay Indusekar, Jenny Su

DC Diaper Bank

Tina Cheng, Project Leader
Vidhi Bhansali, Tiffany Fan, Paul Kuveke

DC Youth Orchestra Program

Paula Jacobs, Project Leader
Adriel Pond, Project Leader
Naomi Hartman, Mark Kontos, Brian
Lang, Alexia Marchetta, Kevin McCrory,
Robert Motyka, Amy Sparrow

Easter Seals

Barr Snyderwine, Project Leader
Leon RisCassi, Deputy Project Leader
Jenny Bi, Kendra Hayden, Daniel Jun,
Kate Maxwell, Greg Miller, Shaunté
Ramsby, Alex Shapero

Fat and Greasy Citizens Brigade

Yekta Karimi, Project Leader
Sarah Abedin, David Lee, Kate Mahone,
Nancy Watters

Father McKenna Center

David Spett, Project Leader
Toni de la Esperanza, Mary Alma Noonan,
Noah Platt, John Sullivan

GALA Hispanic Theatre

Suzanne Cox, Project Leader
Hillary Harlan, Deputy Project Leader
Javier Cobo, Jessie Clark, Connor Clinton,
Ricardo Espinosa, Ron Lee, Emily Liner,
Bob Winter

Girls on the Run:

Northern Virginia
Lisa Wright, Project Leader
Anya Clifford, Deputy Project Leader
Renee Desing, Melissa Dulski, Colin
Jones, Laura Schmid Chris Smith,
Jonathan Stupak, Sonia Tabriz

Girls Rock! DC

Zerina Borhan, Project Leader
Greg Beckwith, Jana Chan,
Sharron Steele, Kristilyn Whigham

Green Acres

Alethea Davis, Project Leader
Chelsea Gilmer, Deputy Project Leader
Thomas Belikove, Robert Garrett, Sarah
Kokinos, Susan Laws, Jacob Morello,
Tanya Singh

Homeless Children's

Playtime Project
Char Beales, Project Leader
Rachel Jacobs, Deputy Project Leader
Robert Hsu, Brittanie Maxwell, Amy
McNamer, Amanda Miller, James Norman,
Cena Maxfield Smith

Horizons Greater Washington

Lisa Benjamin, Project Leader
Madelyn Healy, Jeff Kan, Dylan Moses,
Kaily Yee

Identity, Inc.

Katherine St. Onge, Project Leader
Debbie van Opstal, Deputy Project Leader
Janelle Banda, David Coleman, Bernardo
Martinez, Evelyn Morfin, Luis Gonzalez
Rios, Amelia Salutz, Stephen Upton

Jubilee JumpStart

Sarah Martin, Project Leader
Matt Wheeler, Deputy Project Leader
Rashik Ahmed, Courtney Brooks, Victoria
Canavor, Richard Deng, Margaret Furr,
Catherine Gwin, Annie Soh

KID Museum

Jeff Kass, Project Leader
Luke Heselden, Deputy Project Leader
Jami Axelrod, Marnie Boyer, Zach Canter,
Carolyn Dodd, Ben Neese, Manohar
Sama, Shruti Shah

Korean Community Service

Center of Greater Washington
Shashank Davanagere, Project Leader
Alexis Larson, Deputy Project Leader
Bruce Barlow, Charles Choi, Gary Duong,
Wonyoung Kim, Une Lee, Veronica
Morales, Sammi Zhang

Lab School

Cathy Bernasek, Project Leader
Nowell Rush, Project Leader
Danny Fortin, Deputy Project Leader
Khadijah Brydson, Jackie Hennessey,
LK Klein, Paul Lyons, Mei Wu

Life Asset

Les Baer, Project Leader
Marlin Boggs, Irina Kunovskaya, Alex
Magness, Stephanie Severe, Steve Stone

Madison House Autism Foundation

Joan Barclay, Project Leader
Michelle Meyer, Deputy Project Leader
Natalie Bucklin, Kara Fisher,
Brendan Flinn, Matt Gayer, Steven Geiger,
Aaron Lee, Darren Stipe

MetroStage

Lynn O'Connell, Project Leader
Piyal Hyder, Nigel Mills, Kristen Shiu

Montgomery Community Television

Shawn Thompson, Project Leader
Carol Lucas, Deputy Project Leader
Jimmy Duggan, Katie Joyce,
Bradford Koenitzer, John Monroe,
Van Wishard, Jo Zhou

Next Step Public Charter School

Roy Gamse, Project Leader
Vicky Burns, Deputy Project Leader
Maria Acebal, Jessica Andrus, Bhругu
Pange, Bismah Rahmat, Anand Sharma,
Nathaniel Tindall, Laura Yu

One World Education

Dipu Ghosh, Project Leader
Shahar Abrams, Matt Bowles, Lara Mitra,
Katie Sexton

Pointless Theatre Company

Thomas Flochel, Project Leader
Juhi Ghosh, Nancy House, Justin
Kollinger, Christian Salvatori

President Lincoln's Cottage

Patrice Feinstein, Project Leader
Ian Green, Deputy Project Leader
Adam Burton, Lijian Fang,
John Oberdorfer, Jennifer Potvin,
Julian Sculley, Beth Suarez

Seabury Resources for Aging

Hasan Dossal, Project Leader
Josh Laredo, Deputy Project Leader
Terry Blankenship, Brooke Hammer,
Sothir Khem, Jordan Loeb, Jake Obstfeld,
Sara Zellner

Southeast Ministry

Victoria Elliott, Project Leader
Kimberly Branch, Yoojin Jang,
Yuchen Long, Andy Ruskin

Spooky Action Theatre

Jeff Gaard, Project Leader
Adnan Khandker, Dan McCarthy,
Mac Norton, Bridget Scanlon

Step Afrika!

Gbemi Munis, Project Leader
Melanie Avery, Young Jang,
Nikki Kishnani, David Szakonyi

Stone Soup Films

Julie Banzhaf-Stone, Project Leader
Riaz Ahmed, Wendy Gualtieri,
Chris Inzerillo, Julia Jorgenson

Sunflower Bakery

Emily Dorfman, Project Leader
Lizzie Rubenfield, Deputy Project Leader
Andrew DePalma, Kate Koschewa, Vishal
Patel, Folu Okunade, Ken Schoppmann,
Leah Wicks

Theatre Prometheus

Aydin Mohtahamian, Project Leader
Seoyoung Jang, Amelia Kemler,
Gyasi Parrish, Taylor Phillips

Thrive DC

David Bear, Project Leader
John Ayanian, Aldo Pazzini Bortoluzzi,
Caroline Ginmillaro, Dierdre Vollmer

Voices for a Second Chance

Clayton Kolb, Project Leader
Tomas Ducaud, Liz Fonseca,
Jackie Malkes, DeMaris Trapp

Volunteer Fairfax

Lisa Sullivan, Project Leader
Charles Njoku, Deputy Project Leader
VJ Bala, Jamie Chen, Doris Chow, Bela
Dhamankar, Scott Dulman, Tillie Lee

Washington Inner City

Lacrosse Foundation
Michael Rogers, Project Leader
Katie Fletcher, Stephanie Hollinger,
Paul Taylor, Daniel Whittam

We Happy Few Productions

Katie D'Hondt, Project Leader
Linh Lu, Brendan Maggiore, Ryan Nabil,
Mike Robertson

The Welders

Maria Elisa Gomes de Almeida, Project Leader
Josh Leland, John McGuire,
Nancy Sikorsky, Yaritza Vargas

Wilderness Leadership

and Learning
Julia De la Cruz, Project Leader
Thomas Belikove, Carrie Milbrath,
Thomas Martella, Mike Pickett

Workhouse Arts Foundation

Harry Knight, Project Leader
Jenna Louie, Deputy Project Leader
Bart Edgerton, Jenny Everett, Ana O'Harrow,
Kristen Ittig, Tulip Shah, Yojin Yoon

Work Place DC

Akosua Baah-Dwomoh, Project Leader
Jay Howard, Deputy Project Leader
Adam Dorko, Mollie Dougherty, Lou
Gagliano, Christine Jahnke, Stephanie B.
Newman, Scott Persky, Julianne Turpin

Yachad

Emily Wexler, Project Leader
Joel MacFarland, Aleena Oberthur

SPECIAL RECOGNITION

GREATER WASHINGTON

CLIENT SELECTION COMMITTEE

Lisa Benjamin, John Collins, Anne Di Rosa, Hurley Doddy, Ritija Gupta, Cassandra Hanley, Luke Heselden, Paula Jacobs, Peter Jacobstein, Jeff Kass, Michael Kim, Jenna Louie, Laurie MacNamara, Cena Maxfield Smith, Tracey Moon, Ola Olabode, Kristalee Overdahl, Dusty Riddle, Lucretia Risoleo, Abigail Rybnicek, Pete Stone, Hallie Smith, Megan Tooley, Karen Turner, Kelly Turner, Bowen Uhlenkamp, Polly Vail, Bob Winter, Justine Wu

PROJECT ADVISORS

Brett Crawford, Elayne Chow, Michael Dickson, Neena Graham, Peter Jacobstein, Burgess Levin, John Nolan, Dusty Riddle, Natalie Robinson, Susan Park, Victoria Pierce, Jeanne Simon, Emil Skoden, Richard Stern

SERVICE LINE TRAINERS

Carol Bloomberg, Brett Crawford, Michael Dickson, Scott Hefter, Michael Kim, Victoria Pierce

PROJECT LEADER SELECTION COMMITTEE

Karen Mazze, Cassandra Hanley, Sally Sloan, Jeff Kass, Polly Vail

COMPASS 2017 SUMMER INTERNS

Charlotte Allen, Julia Asher, Alana Bradley, Cole Maner, Caroline Meek, Clara Yetter

And very special thanks to:

- Dan McVane for his tremendous gift of time in helping manage the Compass audit
- Howard Hyde for serving as the Compass liaison at Arnold & Porter Kaye Scholer LLP
- T. Weymouth for serving as the Compass liaison at Hogan Lovells LLP
- Kelly Turner and Jenna Louie for their leadership of the Volunteer Contest

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

VOLUNTEER CONTEST

Thank you to the following Project Teams that reached 100% participation in the Volunteer Contest:

CLASSIC PROJECTS

Byte Back
Identity, Inc.
Jubilee JumpStart
KID Museum
Lab School
Madison House Autism Foundation
Montgomery Community Television
Next Step PCS
President Lincoln's Cottage
Stepping Stones Shelter
Workplace DC

MICRO PROJECTS

Step Afrika!
Yachad
BUILD
Stone Soup Films
Thrive DC
Capitol Post
We Happy Few Productions
Girls Rock! DC
BEST Kids
Dana Tai Soon Burgess Dance Company
Theatre Prometheus
Life Asset

“ Getting to know the challenges that nonprofits face on a daily basis was eye opening for me. I’m glad I was able to help out by using my management consulting skills.”

VOLUNTEER, THRIVE DC

ON BOARD

On Board matches qualified business professionals onto the boards of local nonprofits seeking board members. On Board builds on Compass' experience of providing pro bono strategic consulting to local nonprofits. It furthers our mission, inspiring business professionals to engage with their local nonprofits.

Compass placed 32 candidates on the boards of 28 nonprofit organizations through two cohorts of the On Board program.

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

ON BOARD SELECTION COMMITTEE FALL 2016

Phyllis Caldwell, John Collins, Mary Stuart McCamy, John Oberdorfer, Nick Reding, Nalini Rogers, Craig Schultz, Polly Vail, Andrew Young, Micheal Kim, Neena Graham

ON BOARD SELECTION COMMITTEE SPRING 2017

Cathy Bernasek, Phyllis Caldwell, John Collins, Paula Jacobs, Hilary Joel, Burgess Levin, Mary Stuart McCamy, Laurie MacNamara, John Oberdorfer, Nick Reding, Nalini Rogers, Craig Schultz, Ken Taylor, Andrew Young

In the fall of 2016, Compass placed 14 candidates on the following 13 nonprofit boards in Greater Washington:

Amara Legal Center
Art Enables
Black Rock Center for the Arts
DC Promise Neighborhood Initiative
District Alliance for Safe Housing
Family Services, Inc.
Georgetown Ministry Center*
Insight Memory Care
New Endeavors by Women
Stepping Stones Shelter
The Father McKenna Center
The Treatment Learning Centers
Washington English Center (Junior Board)

In the spring of 2017, Compass placed 18 candidates on the following 15 Greater Washington nonprofit boards:

826 DC
Aspire!
BUILD Metro DC*
Carpenters Shelter
Community Bridges
Charter School Board Partners
DC Scores
EDUSEED*
Identity, Inc.
Kid Power
Olney Theatre*
Southeast Ministry
Studio Theatre
Together We Bake
Unity Economic Development
Western Fairfax Christian Ministry
Young Playwrights Theatre*

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

CLIENTS 2001-2017

ARTS AND CULTURE

Adventure Theatre MTC
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
DC Youth Orchestra
Friends of the National Zoo
GALA Hispanic Theatre
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
Montgomery Community Television
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
Step Afrika!
Synetic Theater
Theatre Lab School of the Dramatic Arts
Washington Ballet
Theatre Washington/Helen Hayes Awards
Washington National Cathedral
Washington Performing Arts
Washington Stage Guild
Words Beats & Life
Workhouse Arts Foundation

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
Critical Exposure
DC Action for Children
DC Lawyers for Youth
DC Scores
DC Youth Orchestra
Dance Institute of Washington
For the Love of Children
Girl Scout Council of the Nation's Capital
Girls on the Run – DC
Girls on the Run – Northern Virginia
Girls on the Run – Montgomery County
Higher Achievement
Homeless Children's Playtime Project
Horton's Kids
Identity, Inc.
Jubilee JumpStart
Kid Power
Latin American Youth Center
National Center for Children and Families
Network for Teaching Entrepreneurship
New Community for Children
Our Military Kids
Playworks DC
Prince George's Child 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
Korean Community Service Center
of Greater Washington
Latino Economic Development Center
Leadership Greater Washington
Leadership Sanctuary
Life Asset
Pentagon Memorial Fund
Skyland Workforce Center
Stone Soup Films
Taproot Foundation DC
Tech Impact
Volunteer Fairfax
Washington Area Bicyclists Association
Washington Area Community
Investment Fund
Washington Regional Association
of Grantmakers
Work Place DC
Yachad

DISABILITY SERVICES

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

DOMESTIC ABUSE

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

EDUCATION

826DC
Alliance Française de Washington
Black Student Fund
Bridges Public Charter School
Bright Beginnings
Briya Public Charter School
Byte Back
BUILD Metro DC
Capital Area Asset Builders
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
City Year Washington, DC
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
Green Acres School
Higher Achievement
Hopkins House
Horizons Greater Washington
Howard University School of
Communications
Ivymount School
KID Museum
Kingsbury Center
Lab School of Washington
Latin American Montessori Bilingual
Public Charter School
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 School for Girls
Washington Yu Ying Public Charter School
Words Beats & Life
VirginiaFIRST
YouthBuild Public Charter School

EMERGENCY RELIEF

Arlington Thrive
Alexandria Red Cross
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
University of Maryland Center for
Environmental Studies

FAMILY SUPPORT

A Wider Circle
Ayuda
The Barker Foundation
Britepaths
Caregiver Action Network
Child Center and Adult Services
Child & Family Network Centers
DC Diaper Bank
For Love of Children (FLOC)
Georgia Avenue Family Support
Collaborative
Good Shepherd Housing and
Family Services
Healthy Babies Project
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
Aspire Counseling
Brain Injury Services
CDC Foundation
Children's Inn at NIH
Community Education Group
Community Ministries of Rockville
Georgia Avenue Family Support
Collaborative
Greater Prince William Community
Health Center
Green Door
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 for Children with Cancer
Women's Collective

HOUSING AND HOMELESSNESS

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
Hope and a Home
Housing Unlimited
Interfaith Works
KEYS for the Homeless Foundation
Manna Food Center
Martha's Table

CLIENTS 2001-2017 (CONT.)

HOUSING AND HOMELESSNESS (CONT.)

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

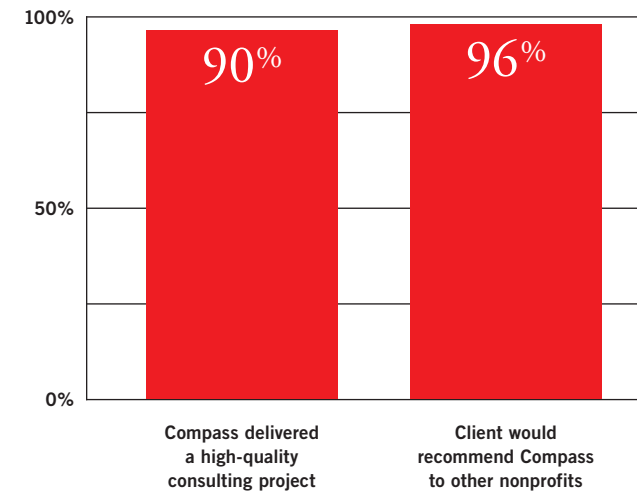
Child & Family Network Centers
 City First Enterprises
 Community Crisis Services
 Damien Ministries
 DC Fiscal Policy Institute
 Empowered Women International
 Equal Rights Center
 Family Matters of Greater Washington
 For Love of Children (FLOC)
 Friends of Guest House
 Georgia Avenue Family Support 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
 Wendt Center for Loss & Healing
 YMCA of Metropolitan Washington

VETERANS

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

CLIENT SATISFACTION

Each year Compass surveys its nonprofit clients after project completion, and this year once again the results have been overwhelmingly positive.



“ I can testify that our experience with Compass went beyond our initial expectations for the project. The marketing plan and insights they provided have already made an impact on the organization. In addition, I really appreciated the fact that the deliverables included real, doable action items that we could implement immediately, while leaving others on a long-term plan. We could not have afforded this kind of high level consulting services, if it had not been for the pro bono opportunity provided by Compass. Thank You!”
 GALA HISPANIC THEATRE



GREATER PHILADELPHIA PROGRAM

“ The team was strong in diversity of experience and what they could bring to the table. I thought that this really helped in terms of making sure we were considering multiple perspectives and ways of thinking in the deliverables we gave to the client.”

VOLUNTEER, MIGHTY WRITERS

Mighty Writers

teaches children to think and write with clarity so they can achieve success at school, at work, and in life.

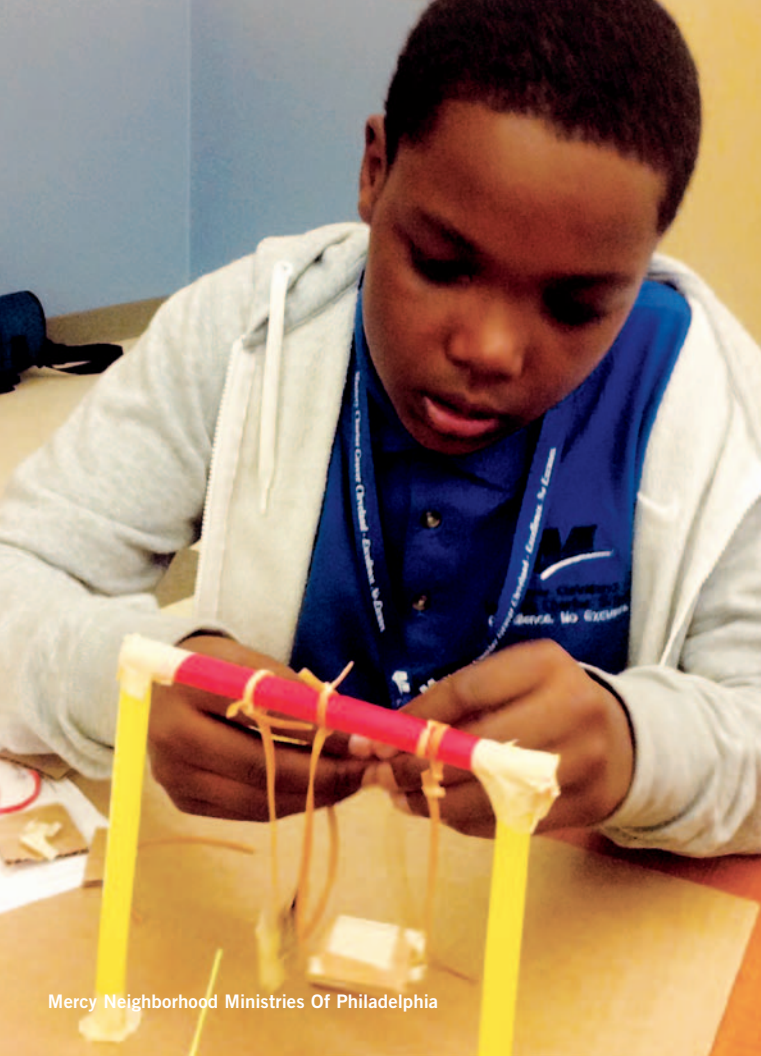
FUNDING STRATEGY

PathWays PA

helps low-income women, children, teens,
and families achieve financial independence
and family well-being.

FUNDING STRATEGY





Center For Literacy

helps a diverse population of learners meet their needs and achieve their personal and employment-related goals.

STRATEGIC PARTNERSHIPS AND COLLABORATIONS



“ The best part of the Compass project was describing the problem to a group of folks with the skills and abilities to be able to solve it.”

CENTER FOR LITERACY

PROJECTS

“Compass gave us a fresh perspective on all of our revenue streams – and gave us actionable ideas to put their recommendations into action. It was so helpful to have a fresh, outside look at all of this detailed information!”

GREATER PHILADELPHIA CULTURAL ALLIANCE

Broad Street Ministry

is a faith community that practices radical hospitality and works for a more just world through civic engagement.

BOARD DEVELOPMENT

Center For Literacy

helps a diverse population of learners meet their needs and achieve their personal and employment-related goals.

STRATEGIC PARTNERSHIPS AND COLLABORATIONS

Greater Philadelphia Cultural Alliance

leads and strengthens a diverse cultural sector that is making Philadelphia a world-class region in which to live, work, and play.

FUNDING STRATEGY

La Comunidad Hispana

helps low-income residents stay healthy, build strong families, and lead productive lives by providing culturally welcoming services.

FUNDING STRATEGY

Maternity Care Coalition

improves maternal and child health and well-being through the collaborative efforts of individuals, families, providers, and communities.

STRATEGIC ALIGNMENT

Mercy Neighborhood Ministries

responds to the needs of those who are poor in North Philadelphia, especially women, children, and persons with special needs.

STRATEGIC ALIGNMENT

Mighty Writers

teaches children to think and write with clarity so they can achieve success at school, at work, and in life.

FUNDING STRATEGY

Nationalities Service Center

prepares and empowers immigrants and refugees to transcend challenging circumstances.

FUNDING STRATEGY

PathWays PA

helps low-income women, children, teens, and families achieve financial independence and family well-being.

FUNDING STRATEGY

Pennsylvania Assistive Technology Foundation

helps people with disabilities and older Pennsylvanians acquire the assistive technology devices and services that improve the quality of their lives.

FUNDING STRATEGY

Women Against Abuse

provides compassionate services in a manner that fosters self-respect and independence in persons experiencing intimate partner violence.

FUNDING STRATEGY

GOVERNANCE

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BETH DAHLE, *ex officio*

Executive Director
Compass Philadelphia

*Includes partner MBA and/or current employer.

“The team members were very caring and respectful – and they have amazing experiences that made it possible for them to give us a plan that we respect and will implement. More to come!”

PENNSYLVANIA ASSISTIVE TECHNOLOGY FOUNDATION

SPECIAL THANKS

CORPORATE SPONSORS

We are thankful for financial contributions from the following:



We are thankful for financial contributions from the following nonprofit partner:

Nationalities Service Center

VOLUNTEER RECRUITMENT

We appreciate volunteer recruitment support from the following:

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EY
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Mercer
Morgan, Lewis & Bockius LLP
Navigate
PwC
SEI
Turnaround Management Association
ZS Associates

EVENT SPACE

We appreciate space for our program events from the following:

Accenture
Blank Rome LLP
Brown Brothers Harriman
The Chamber of Commerce for Greater Philadelphia
Independence Blue Cross
Pennsylvania Academy of the Fine Arts
PwC

FOUNDATION SUPPORTERS

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

Connelly Foundation
Dolfinger-McMahon Foundation
Douty Foundation
Falconhead Foundation
Hassel Foundation
Lubert Family Foundation
MKM Foundation

BUSINESS SCHOOL ALUMNI CLUB PARTNERS

We are grateful for the continued support of the following local business school alumni clubs:

Columbia Business School
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Harvard Business School
Johnson Graduate School of Management (Cornell University)
Kellogg School of Management (Northwestern University)
Ross School of Business (University of Michigan)
Stanford Graduate School of Business
Stern School of Business (New York University)
Tuck School of Business (Dartmouth College)
UNC Kenan-Flagler Business School
University of Chicago Booth School of Business
University of Virginia Darden School of Business
The Wharton School (University of Pennsylvania)

Compass gratefully acknowledges the generous supporters who made our work with 11 Greater Philadelphia nonprofits possible in 2016-2017. Every donation to Compass stretches deep into the community, making high-level, pro bono consulting available to the Greater Philadelphia nonprofit community.

11

CLIENTS

9:1

EVERY DOLLAR DONATED
EQUATES TO \$9 IN SERVICES

\$2,760,000

MARKET EQUIVALENT OF
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PROVIDED BY VOLUNTEERS

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“ I enjoyed the opportunity to engage with the client and my team members on a sophisticated, high-impact project. I learned a lot and gained valuable experience in the process.”

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MERCY
NEIGHBORHOOD
MINISTRIES OF
PHILADELPHIA

Evelyn Eskin*
Tricia Handza
Samian Kaur*
Namita Kalyan*
Clay Kohler*
Katy Lichtenstein*
Debra Loggia
Wendy Ney Manley
Joe McManimon*
Jackie Means*
Sonny Mendez*
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Inna Zaltsman*
Jillian Zvolensky*

UMBRELLA GOLF CONTRIBUTORS

Compass was thrilled to be selected as a beneficiary of the annual Umbrella Memorial Golf Outing, held October 12, 2016, at Gulph Mills Golf Club. For the 50th Anniversary of the event, guests selected which charity they would support. We are grateful to the participants who chose Compass and raised over \$2,500.

James Ashton
Kevin Cahill
Gregg Frigerio
Steven Gord
Dean Miller
Matthew Moran

*denotes 2016-17 volunteer

CORPORATE MATCHES

Compass gratefully acknowledges the companies that match employee contributions or volunteer hours, as well as the individuals who apply for these matching funds and direct corporate support to Compass.

AstraZeneca Pharmaceuticals
Lily Cappelletti

Boeing
Stephen Miceli, Katie Shrader

Mercer
Matt Cuddy, Diane Moras,
Miguel Rilloraza

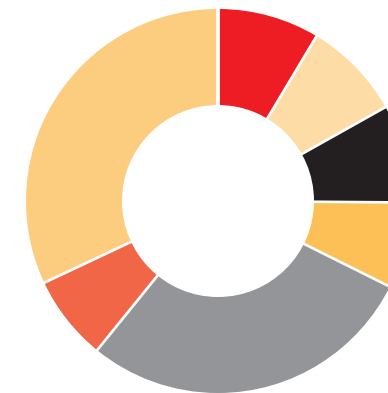
Merck
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Laura Baker, Philip Schmoyer,
Ian Waxman

PwC
Lauren Juszczuk, Danny Keyes

SEI
Harmeet Arora, Robb Muse

ISSUE AREA DISTRIBUTION



■ Arts and Culture: 1
■ Children and Youth: 1
■ Disability Service: 1
■ Domestic Violence: 1
■ Education: 2
■ Healthcare: 1
■ Human Services: 4

“ The Compass experience brought a significant and diversified set of skills to address our challenges. This multi-disciplinary approach would cost us a fortune to secure through a consulting firm and resulted in what can only be described as letting fresh air into the room. Our view of what is possible is better informed and well considered because of the work of Compass. Thank you again for this wonderful opportunity.”

NATIONALITIES
SERVICE CENTER

VOLUNTEERS

GREATER PHILADELPHIA PROJECTS

Broad Street Ministry

Lisa Loughney, Project Leader
Katy Lichtenstein, Deputy Project Leader
 Karen Cieslewicz, Lisa Dutton, Jim McKenzie, Barbara Mihatov, Omar Mitchell, Puja Thaker, Vik Seoni, Aaron Spence

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Namita Kalyan, Co-Project Leader
 Eric Heisler, Barbara Jaffe, Joe McManimon, Julie Orts, Mat Rotenberg, Barbara Rice

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Anne Andres, Project Leader
Alex Tanker, Deputy Project Leader
 Ari Borthakur, Marie Carroll, Bob Martin, Jacqueline Means, Robb Muse, Anne Thiemele, Inna Zaltsman

La Comunidad Hispana

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Brendan Harnett, Deputy Project Leader
 Jamie Barrett, Tom Beane, Megan Bouquet, Deborah Enea, Amy Kelly, David Othmer, Don Uber

Maternity Care Coalition

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Danny Keyes, Deputy Project Leader
 Lisa Britton, Evelyn Eskin, Danielle Haakmat, David Harbaugh, Julie Pare, Laurie Rosard, Joy Sardinsky

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Michele Molano, Project Leader
Jenna Leibowitz, Deputy Project Leader
 Daniel Avampato, Greg Fischer, Lauren Juszczuk, Debra Lytle, Jonathan Martha, Ben Schimeneck, Christine Seaman, Mims Zabriskie

Mighty Writers

Chris Wigoda, Project Leader
Zeke Lim, Deputy Project Leader
 Molly Crane, Brendan Heck, Clay Kohler, Steve Miceli, Lucy Potts, Miguel Rilloraza, Elizabeth Tabas

Nationalities Service Center

Jayneel Patel, Project Leader
Scott Sameroff, Deputy Project Leader
 Laura Baker, Ken Davis, Cathy Dever, Fusun Erkul, Michael Markulec, Sonny Mendez, Meera Patel

PathWays PA

Harmeet Arora, Project Leader
Katie Shrader, Deputy Project Leader
 JW Clements, Penny Joines, Holly Means, Diane Moras, Josh Strober, Ashley Zacca

Pennsylvania Assistive Technology Foundation

Steve Laux, Project Leader
Matt Cuddy, Deputy Project Leader
 Samian Kaur, Michael Plunkett, Philip Schmoyer, Michael Stinson, Michael Reed, Haifeng (Roger) Wang, YinYin Yu

Women Against Abuse

Leslie Mitts, Project Leader
 Bill Burnett, Kelly Cleborne, Marc Gutstein, Ayanna Haskins, Hans Mueller, Jake Riley, Jillian Zvolensky

SPECIAL RECOGNITION

GREATER PHILADELPHIA

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Anne Andres, Jack Crowley, Lawana Dumas, Todd Gibby, Dean Miller, Judit Nagy-Eichelberger, Julie Orts, David Othmer, Julie Pare, Michael Plunkett, Jay Rose, Jose Vega, Richard Sternhell, and Stephen Zipf, Jr.

PROJECT ADVISORS

Lawana Dumas, Lee Jones, Rob Levin, Jay Rose, Richard Sternhell, and Stephen Zipf, Jr.

SERVICE LINE TRAINERS

Lawana Dumas, Lee Jones, Rob Levin, Jay Rose

PROJECT LEADER SELECTION COMMITTEE

Lawana Dumas, Jaime Gusdorff, Lee Jones, Rob Levin, Dean Miller, Judit Nagy-Eichelberger, David Othmer, Jay Rose, Richard Sternhell, Stephen Zipf, Jr.

VOLUNTEER CONTEST

Thank you to the following Project Teams that reached 100% participation in the Volunteer Contest:

Greater Philadelphia Cultural Alliance
 La Comunidad Hispana
 Mercy Neighborhood Ministries of Philadelphia
 Nationalities Service Center

And special thanks to:

- *Mathew Rotenberg for coordinating pro bono services and serving as liaison as Blank Rome*
- *Colby Smith for coordinating pro bono services at Morgan, Lewis & Bockius*
- *Anne Andres and Matt Cuddy for their leadership of the Volunteer Contest*

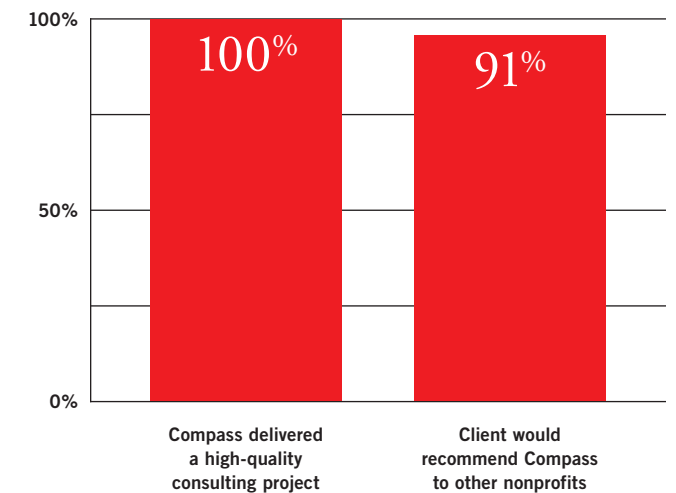
We would like to wish the best of luck to our volunteers who plan to enroll in MBA programs this fall.

CLIENTS 2013-2017

After School Activities Partnerships (ASAP)
 American Red Cross – Philadelphia
 Broad Street Ministry
 Center for Advocacy for the Rights and Interests of the Elderly (CARIE)
 Center for Literacy
 Chester County OIC
 Community Learning Center
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 Diversified Community Services
 Greater Philadelphia Cultural Alliance
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 Maternity Care Coalition
 Mercy Neighborhood Ministries of Philadelphia
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 Nationalities Service Center
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 Philadelphia Works
 Programs Employing People
 SeniorLAW Center
 Smith Memorial Playground and Playhouse
 Welcoming Center for New Pennsylvanians
 West Oak Lane Charter School
 Women Against Abuse
 Women Organized Against Rape
 Women's Center of Montgomery County

CLIENT SATISFACTION

Each year Compass surveys its nonprofit clients after project completion, and this year once again the results have been overwhelmingly positive.



“ The team provided an excellent road map for how our governance structure needs to evolve to continue to support our mission.”

BROAD STREET MINISTRY

CHICAGO PROGRAM

“ For me, looking to relaunch my career after a break to care for my family, the opportunity to work on a project was intellectually stimulating and confidence-building. It also gave me insight about working in a nonprofit environment.”

VOLUNTEER, MAPSCORPS



MAPSCorps

trains and mentors youth to produce high quality data about community assets that everyone can use to improve the human condition.

FUNDING STRATEGY



BUILD

engages at-risk youth so they can realize their educational and career potential and provide positive contributions to their communities.

BOARD DEVELOPMENT

“ Compass led a board development project with such professionalism and understanding of our needs. What was produced was a plan that will transform the way our board operates moving forward – Thank you Compass!”

BUILD - CHICAGO





PROJECTS

Apna Ghar

provides holistic services and conducts advocacy across immigrant communities in the metro Chicago area to end gender violence.

STRATEGIC ALIGNMENT

BUILD

engages at-risk youth so they can realize their educational and career potential and provide positive contributions to their communities.

BOARD DEVELOPMENT

Healthy Schools Campaign

advocates for policies and practices that allow all students, teachers, and staff to learn and work in a healthy school environment.

FUNDING STRATEGY

Illinois Joining Forces

works to help service members, veterans, and their families identify and marshal resources and services available to them throughout Illinois.

STRATEGIC ALIGNMENT

MAPSCorps

trains and mentors youth to produce high quality data about community assets that everyone can use to improve the human condition.

FUNDING STRATEGY

MetroSquash

engages underserved Chicago youth through academic support, squash, wellness, and mentoring to develop students to their full potential.

STRATEGIC ALIGNMENT

The Resurrection Project

builds relationships and challenges individuals to act on their faith and values by creating community ownership, building community wealth, and serving as stewards of community assets.

STRATEGIC ALIGNMENT

“ We loved our Compass experience. The team we worked with was a diverse group of professionals who were committed to working with our staff and board to produce a meaningful and compelling project. This is not a project we could have taken on independently and the business perspective that Compass brought to the project was invaluable.”

METROSQUASH

GOVERNANCE

SPECIAL THANKS

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KITTY ROTHSCHILD
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**Includes partner MBA and/or current employer.*

VOLUNTEER RECRUITMENT

We appreciate volunteer recruitment support from the following:

A.T. Kearney
Boston Consulting Group
McKinsey & Company

Special thanks to Boston Consulting Group for providing a pro bono consulting project to Compass Chicago.

EVENT SPACE

We appreciate space for our program events from the following:

Access Living
Bennett Day School
City Capital Ventures
Forefront
Howells & Hood

FOUNDATION SUPPORTERS

We are grateful to the following foundation whose support allowed us to reach so many nonprofits in our first year.

With much gratitude, we acknowledge:

The Pritzker Traubert Family Foundation

BUSINESS SCHOOL ALUMNI CLUB PARTNERS

We are grateful for the support of the following local business school alumni clubs:

Columbia Business School
Harvard Business School
Kellogg School of Management (Northwestern University)
MIT Sloan School of Management
Ross School of Business (University of Michigan)
Stanford Graduate School of Business
Tuck School of Business (Dartmouth College)
University of Chicago Booth School of Business
University of Virginia Darden School of Business
The Wharton School (University of Pennsylvania)

Compass gratefully acknowledges the generous supporters who made our work with seven Chicago nonprofits possible in 2016-2017. Every donation to Compass stretches deep into the community, making high-level, pro bono consulting available to Chicago's nonprofit community.

7

CLIENTS

9:1

EVERY DOLLAR DONATED
EQUATES TO \$9 IN SERVICES

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Ben Wood*
Jessica Yen*

**denotes 2016-17 volunteer*

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■ Children and Youth: 4
■ Human Services: 3

VOLUNTEERS

CHICAGO PROJECTS

Apna Ghar

Kate Dempsey, Project Leader

Mohammed Dhedi, Afrouz Naeini, Tracey Pavlishin, Rishi Shah

BUILD - Chicago

Matt Fisher, Project Leader

Amelia Earnest, Sylvia Manning, Victoria Peebles, Lauren Raouf, John Weisz, Jessica Yen

Healthy Schools Campaign

Romana Khan, Project Leader

Ashley Daniels, Erin Laser, Chris Mayerfeld, Kelly Meissner, Leo Mindyuk, Justine Shiou

Illinois Joining Forces

Bill Landwehr, Project Leader

Melanie Angers, Jim Belshe, Jenn Boldt, Kevin Dundek, Kent Fredrickson, Bill Hannay

MAPSCorps

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Bernie Bakalar, AJ Chatterjee, Jan Jaro, Stephanie Ormston, Kathy Price, Shiven Shah

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Luis Bendana, Elizabeth Diebolt, Jerel Keels, Shawna Mehta, Sanjay Murthy, Katie Suarez

The Resurrection Project

George Fogel, Project Leader

Eddie Cisneros, Bill Houston, Elizabeth Kroger, Rene Poellinetz, Sally Sachar, Ben Wood

SPECIAL RECOGNITION

VOLUNTEER CONTEST

Thank you to everyone who participated in Chicago's first Volunteer Contest. We also want to acknowledge the Project Team that reached 100% participation in the Volunteer Contest:

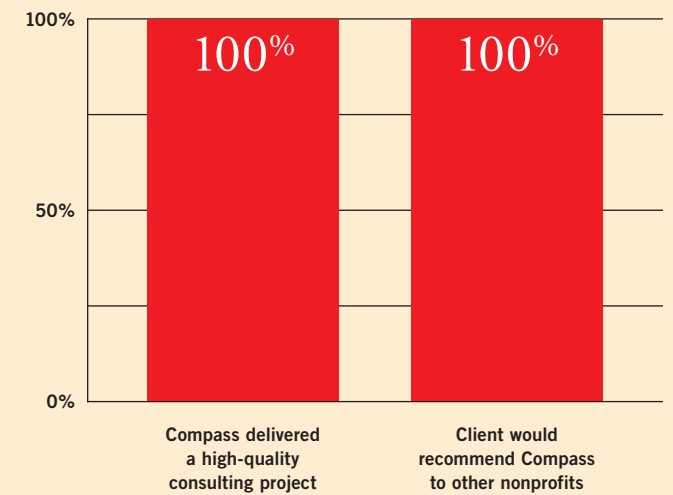
Healthy Schools Campaign

Special thanks to Boston Consulting Group for providing a pro bono consulting project to Compass Chicago.

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

CLIENT SATISFACTION

Each year Compass surveys its nonprofit clients after project completion, and this year once again the results have been overwhelmingly positive.



“It was interesting to apply my skills and experience to a project and industry that I would not normally encounter in my full-time job. It was inspiring and motivating to work on a project that benefited a social organization with a strong mission and that serves a large, well-knit community in Chicago.”

VOLUNTEER, THE RESURRECTION PROJECT

“ This was a great experience for me in terms of networking with like-minded individuals who care about helping others, as well as learning a bit more about the nonprofit world which was a bit of a mystery to me previously.”

VOLUNTEER, DC DIAPER BANK



Thank you to our generous sponsors for supporting Compass and recognizing 15 years of excellence.

Compass celebrated 15 years of engaging business professionals with nonprofits to transform our local communities. We are grateful for the opportunity to work with a growing number of talented professionals who are interested in giving back. We also realize how lucky we are to help such strong nonprofits who provide critical services and programs that enhance the areas where we live and work.

In November 2016, over 400 volunteers, supporters, and friends of Compass came together to celebrate the work that we have done and that we are committed to continuing in Greater Washington, Greater Philadelphia, and Chicago.

Compass honored Joseph Suarez of Booz Allen Hamilton for his ongoing partnership and continued commitment to the Greater Washington community. Compass also honored Ern Blackwelder for his leadership as a Co-Founder of Compass and his continued contributions. Guest speaker Richard Marriott embodies a commitment to community that reflects the values that Compass and Compass volunteers bring to their service.



(Above) Suzanne Laporte, Compass President, with Past Board Chairs (from left to right) Julie Maner, Cathy Bernasek, Cassandra Hanley, Hilary Joel, and Melissa Williams



(Right, Top) Richard Marriott, Guest Speaker



(Right, Bottom) Crowd enjoying celebration



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Sally Sloan and Tom Hentoff
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BoardEffect
Burness

FRIEND OF COMPASS

The Meltzer Group



ERN BLACKWELDER FUND FOR NONPROFIT MERGERS

Compass recognized Ern Blackwelder, one of Compass' co-founders, at our 15th Anniversary Celebration by raising a fund in his honor. At his request, the fund will support nonprofit mergers.

Compass is uniquely positioned to deliver this support to nonprofits and will spend the next year evaluating how best to provide pro bono merger support.

Ern continues to encourage Compass to innovate with new ways of bringing the talents and skills of seasoned business professionals to the nonprofit community. He has inspired us over the years, and in turn, we are bringing his ideas of supporting nonprofit mergers to fruition with your support. Thank you to all who contributed to the Nonprofit Merger Fund in Ern's honor.



DONORS

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Ernest Blackwelder and Sheila Hennessey

GOLD LEVEL

Arne and Ruth Sorenson

SILVER LEVEL

Hope Gleicher and Andy Burness
KOYA Leadership Partners
Melissa Williams
Polly Vail and Mark Walsh

BRONZE LEVEL

Alice and Thomas Hennessey
Scott and Susan Puritz
Barry Reynolds
Burgess Levin and Mary Saily
Paul and Valerie Singer
Tom Tierney
Stanley Weiss

CONTRIBUTOR

Susan Baron
Gus Bessalel and Amena Ali
Jeff and Kristin Bradach
Eileen and Derek Coen
Blair Levin and Patty Friedman
Ellie Goebel
Carter and Jackie Roberts
Linda Potter and Timothy Shriver
Michael Hogan and Belinda Whitmore
Sarah Blackwelder and Dean Williams
Van Alan and Shelley Yeutter

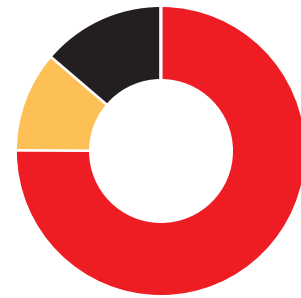
(Left) Ern Blackwelder with his wife Sheila Hennessey and Compass Board Member Polly Vail and Advisory Board Member Mark Walsh

FINANCIALS



REVENUE

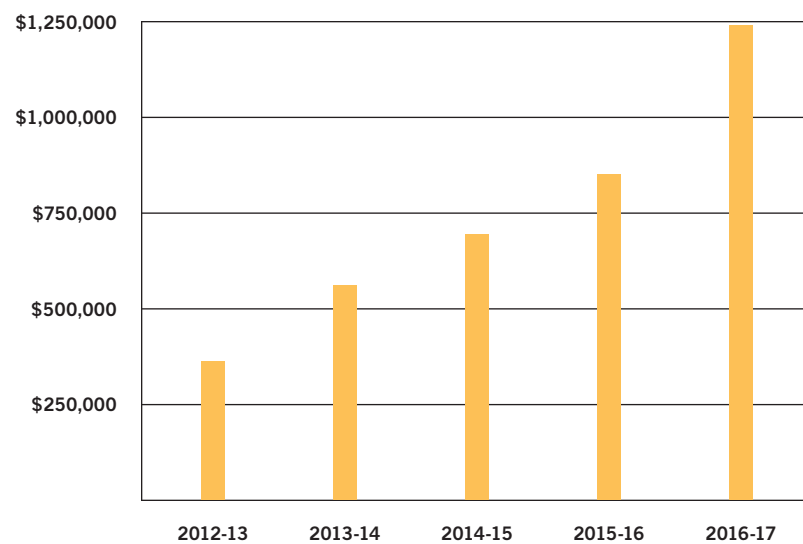
- Individuals
21.3% | \$265,686
 - Foundations
29.0% | \$362,000
 - Corporations
25.5% | \$318,750
 - 15th Anniversary
18.9% | \$236,359
- TOTAL: \$1,249,189



EXPENSES

- Program
75.1% | \$771,321
 - Management and General
11.0% | \$113,232
 - Development
13.9% | \$142,744
- TOTAL: \$1,027,297

REVENUE GROWTH: 2012-2017



COMPASS STAFF

COMPASS NATIONAL

- SUZANNE B. LAPORTE
President
- SALLY SLOAN
Chief Financial Officer
- NICOLE MAJESTIC
Deputy Development Director
- WENDY GUALTIERI
Chief of Staff
- EVELYN LAURENCIN
Associate Program Manager
- MARGARET DODD
Communications and Development Assistant

GREATER WASHINGTON

- HALLIE SMITH
Director of Consulting Programs
- NALINI ROGERS
Director, On Board
- CAROLINE SZAKATS
Assistant Program Manager

GREATER PHILADELPHIA

- BETH DAHLE
Executive Director
- TRICIA HANDZA
Program Manager

CHICAGO

- JULIE WALTHER
Executive Director

“ Compass’ organization/infrastructure helped jump start the engagement, acted as a backstop, and provided outstanding support for the teams. My previous work with nonprofits has been much more ad hoc, and thus probably less effective overall.”

VOLUNTEER, FATHER MCKENNA CENTER

STRATEGIC PLAN

STRATEGIC PLAN GOALS: 2017-2022

Goal 1: Continue to increase Compass' national presence through expansion to select, major metropolitan areas and through new opportunities that address nonprofits' most strategic needs.

Goal 2: Continue to provide the highest quality experience for everyone engaging with Compass in order to ensure improved outcomes for local communities.

Goal 3: Become a leader in supporting nonprofits that need assistance when they are considering or implementing a merger.

Goal 4: Build the internal infrastructure and technology capabilities to support a growing, national organization.

Goal 5: Establish systems and processes to generate sustainable funding to enable Compass to thrive in existing cities and expand to new ones.

Goal 6: Ensure the governance practices that provide a strong back bone for both the national board and local city boards.

AWARDS

SmartCEO Magazine named Beth Dahle, Compass' Executive Director in Philadelphia, as a 2017 Brava Award winner. The Brava Award recognizes high-impact female executives of for-profit businesses and nonprofit organizations.

Wonders Early Learning + Extended Day, a former Compass client, presented a Leadership Award to Compass to recognize Compass' 15 years of impact in the nonprofit community.

Korean Community Service Center of Greater Washington

assists and empowers Asian Americans and new immigrants to become well-adjusted and fully contributing members of society.

STRATEGIC ALIGNMENT



“I enjoyed working with my team, a great diverse group of people and skillsets. I also enjoyed getting consulting experience outside my normal work activities.”

VOLUNTEER, HEALTHY SCHOOLS CAMPAIGN



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