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

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.
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   Suzanne B. Laporte
Board Chair   President
WILL’s mission is to provide challenging learning opportunities that inspire youth to make good decisions, become effective leaders, and achieve their goals.

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.
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

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.

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

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.

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

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

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

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

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.

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.

“The passion the Compass team brought to the table was infectious. I can see our board members re-energized.”

Our Military Kids
Capitol Hill Arts Workshop builds community through the arts.

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

Sixth & I

Keys for the Homeless Foundation

SOME (So Others Might Eat)

“ 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
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.

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.

DC Doors

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

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.

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

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.

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.

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.

Healthy Babies Project

Open Arms Housing

STRIVE DC

Healthy Babies Project

Dana Tai Soon Burgess Dance Company

Healthy Babies Project

"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
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.
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 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.
**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.

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**Project Create**

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

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**Happenstance Theater**

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

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“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**

“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.”

**The Arc of Northern Virginia**

“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.”

---

**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.

---

**Arc of Northern Virginia**

**Strategic Marketing**
The Arc of Northern Virginia promotes and protects the human rights of people with intellectual and developmental disabilities.
Life Asset

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

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.

GOVERNANCE

Board of Directors

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<thead>
<tr>
<th>Name</th>
<th>Organization/Department</th>
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<tbody>
<tr>
<td>Julie Maner</td>
<td>Board Chair</td>
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<td>John Collins</td>
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<td>Hope Chandler Krutz</td>
<td>Treasurer</td>
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<td>Lucretia Risoleo</td>
<td>Secretary</td>
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<td>Cathy Bernasek</td>
<td>Immediate Past Board Chair</td>
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<td>Hurley Doddy</td>
<td>ECP Investments</td>
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<td>Identity, Inc.</td>
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<td>Steven Trowern</td>
<td>MCM Capital Partners, LLC</td>
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<td>Mohamed Kande</td>
<td>PricewaterhouseCoopers</td>
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<td>Laurie MacNamara</td>
<td>University of Chicago Booth School of Business</td>
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<td>Mary Stuart McCamy</td>
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<td>Bud Moeller</td>
<td>Harvard Business School</td>
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<td>Eileen Ruby</td>
<td>Columbia Business School</td>
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<td>Hallie Smith</td>
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<td>Peter Smith</td>
<td>SmithPilot Compensation Consultants</td>
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Junior Board

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<td>Amanda Robison, Chair</td>
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<td>Phillip Harper</td>
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<td>Catherine Long</td>
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<td>Julian Van Giessen</td>
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Advisory Board

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<td>Suzanne Laporte, ex officio</td>
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<td>Amanda Robison, ex officio</td>
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<td>Advisory Board Company</td>
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“Compass is an unusually well run organization and they are able to bring together an exceptionally talented and motivated team of professionals.”

Life Asset
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.
In 2015-16, Compass volunteers provided the market equivalent of $6.9 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

Rich Dumais
Jennifer and Brian Coulter
Ian Cameron and The Honorable Susan Rice
Arik Ben Zvi and Victoria Canavor
$1,000-$2,499

DiReCtoR’s CiRCle

Sally Sloan and Tom Hentoff
Alyssa and Nick Lovegrove
Burgess Levin* and Mary Saily
Hilary and Alex Joel
Hope Gleicher and Andy Burness

$2,500-$4,999

PatiRNS

Anonymous

Cathy and Brian Bernasek
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Linda and Bob Youngentob
Steve and Marcie Trowern
Cassandra Hanley and Marc Sumerlin
Pete Smith and Marcia Marsh
Hallie and Chip Smith
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Compass works with nonprofits across issue areas. All of the nonprofits benefit the local community.
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.
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 McCany  
Julie Maner  
Karen Mazze  
John Nolan  
John Oberdorfer  
Nick Reding  
Craig Schultz  
Sally Sloan  
Richard Stern  
Polly Vail-Walsh  
Andrew Young

Social Enterprise Conference


**Social Enterprise Conference**

Professor Michael Wheeler from Harvard Business School.

**Greater Washington Client Selection Committee**


**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 Antsnitte, 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.
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.

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.

West Oak Lane Charter School

Strategic Alignment
WGCL’s mission is to empower children to become lifelong learners in the areas of science, technology, and the humanities.

“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.

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.

Delaware Valley Green Building Council

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

GOVERNANCE

Philadelphia Board of Directors

Brent Martin, Chair
Four Seasons Hotel
Harvard Business School

Dean Miller, Treasurer
Novitas Capital
The Wharton School

Dan Rhynhart, Immediate Past Board Chair
Blank Rome LLP

Marissa Cherian
Marissa Cherian LLC
The Wharton School

Jack Crowley
Coheno 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 timeline and the diligence to get on a path to creating a successful project.”

Smith Memorial Playground & Playhouse
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
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.

**Supporters**

**$50,000 and above**
- Todd and Lisa Gibby Green Street Fund
- Rich Sternhell
- Brent Martin and Cruz Velasco

**Leadership Circle**

**$2,500-$4,999**
- Michael Zisman
- Lane Wiggers
- John Weber
- Patrick Traynor
- Gordon St. John
- Derek Spence
- Sid Smith
- Richard Smoot
- Jeffrey Sloan
- John Shoemaker
- Jonathan Scott
- Andrew Schmucker
- John Owens
- Peter Morse
- Richard Smoot
- Sid Smith
- Derek Spence
- Gordon St. John
- Patrick Traynor
- John Weber
- Lane Wiggers
- Michael Zisman

**Directors Circle**

**$1,000-$2,499**
- Stephen Slawson
- Anna Jaffe
- Cory Jacobs
- Michael Iannucci
- Tricia Handza
- Marc Gutstein
- Neil Gupta
- Aashish Goswami
- Carol Gershon
- Ubek Ergashev
- Carol Gershon
- Aashish Goswami
- Neil Gupta
- Marc Gutstein
- Tricia Handza
- Michael Iannucci
- Cary Jacobs
- Barbara Jaffe
- Lefty Jones
- Clair Kettler
- Sara Keys
- Akshay Khanna
- Leila Saadat-Layardi
- Marcie Landsburg
- Edan Lefkowitz
- Katy Lichtenstein
- Jonnie Long
- Francisco Loranca
- Dianne Mairone
- Wendy Ney Manley
- Robert Martin
- Wendy McCulley
- Gwendolyn Mclay
- Diane A. Menio
- Joe Mintz
- Daniel Morris
- Richard Moses
- Nicholas Mraz
- Sang Mi Pak
- Julia Pare
- Michael Poonkett
- Reena Rai
- Scott Sameroff
- Kathleen Shroder
- Toma Sippio-Smith
- Aaron Spencer
- Alexander Tanco
- Puja Thaker
- Jose Vega
- Jen-Chin Wang
- Christine Wilmerding
- Rebecca Zino
- Keely Zipp

**Corporate Match**

Matthew Cuddy - Mercer
- Ayanna Haskins - TE Connectivity
- Lauren Juszczuk - PricewaterhouseCoopers
- Daniel Keys - PricewaterhouseCoopers
- Robert Martin - TE Connectivity
- Robert Muse - SEI Investments
- Kathleen Shroder - Boeing

*denotes 2015-16 volunteer

**Patrons**

**$250-$499**
- G sidewalk Consulting
- Eric Stern
- Robert Martin
- SEI Investments
- Edan Lefkowitz
- Katy Lichtenstein
- Matthew Cuddy
- Mercer

**Supporters**

**$100-$249**
- Anne Randig Andres
- Sandra Anglin-Caldwell
- Daniel Auvilapa
- Curtis and Judith Nagy-Eichelberger
- Matthew Gallagher
- Barry Gerkin
- Julie and Bill Golden
- Jaime Gusdorff
- Brendan Harnett
- Ayanna Haskins
- Kristy Jarek
- Robert Levin
- Paul Levy
- Julie Ortz
- David Ottmer
- Jay Rose
- Heather Sonnenberg
- Olan Soremekun
- Daniel Stella
- Rajani Veeramachaneni

**DONORS**

**$10,000 and above**
- John Zwillinger
- Michael Zisman
- Lane Wiggers
- John Weber
- Patrick Traynor
- Gordon St. John
- Derek Spence
- Sid Smith
- Richard Smoot
- Jeffrey Sloan
- John Shoemaker
- Jonathan Scott
- Andrew Schmucker
- John Owens
- Peter Morse
- Richard Smoot
- Sid Smith
- Derek Spence
- Gordon St. John
- Patrick Traynor
- John Weber
- Lane Wiggers
- Michael Zisman

**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
- Bynn Commercial Real Estate
- James Buck
- Thomas Burt
- Kevin Cahill
- Jeffrey Constable
- George Corrigan
- David Crossed
- Rodney Day
- William Cordelman
- Thomas Drake
- Adam Fischer
- Gregg Frigerio
- Sam Gibbata
- Jerome Goldberg
- David Grau
- William Hamilton
- Peter Henson

**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**

- Anthony Ibarra
- Jack Kirpatrick
- Brian Lee
- Jon Lubert
- Christopher Maguire
- Andy Maner
- Robert McAlaine
- Dean McQuinns
- Edmund Moore
- Peter Morse
- John Owens
- Charles Pilkington
- Darren Pultz
- Victor Rainsford
- Christopher Ray
- Philip Kings
- David Roberts
- Andrew Schmucker
- Jonathan Scott
- John Shemaker
- Jeffery Sikan
- 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

<table>
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<tr>
<th>ISSUE AREA</th>
<th>COMMUNITY DEVELOPMENT</th>
<th>EDUCATION</th>
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<th>ARTS AND CULTURE</th>
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Compass works with nonprofits across issue areas. All of the nonprofits benefit the local community.

See the full list of projects and their leaders in the document.

Volunteers

"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.

“ 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

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%

Clients 2013-2016

Special Recognition

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 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