



# Compass

2015-16 Annual Report





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

ON THE COVER

## DC Central Kitchen

### Strategic Partnerships and Collaborations

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

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

**DC Central Kitchen**

## Marriott Foundation for People with Disabilities

### Funding Strategy

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







## After School Activities Partnerships

### Board Development

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



## THE YEAR IN REVIEW

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

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

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

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

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

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

With deep gratitude,

Julie Maner  
Board Chair

Suzanne B. Laporte  
President





## GREATER WASHINGTON PROGRAM

### Wilderness Leadership & Learning

#### Funding Strategy

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







## Spooky Action Theater

### Strategic Alignment

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





Girls on the Run of Montgomery County, MD

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



Cornerstone Community DC

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



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



Madison House Autism Foundation

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

A Wider Circle

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



Green Door

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



The Next Step  
Public Charter School

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



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

Joe’s Movement Emporium

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



Signature Theatre

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



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



Reach Incorporated

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

Girl Scout Council of the  
Nation’s Capital

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



Reading Partners

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



Synetic Theater

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



Our Military Kids

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



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



Bethesda Green

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

Teaching for Change

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

Veterans on the Rise

**Funding Strategy**  
VOTR aims to end homelessness for veterans and veteran families.



Sixth & I

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



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



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



SOME  
(So Others Might Eat)

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

Capitol Hill Arts Workshop

**Strategic Alignment**  
Capitol Hill Arts Workshop builds community through the arts.

KEYS for the Homeless Foundation

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



Building Futures

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



DC Doors

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

One World Education

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



BEST Kids

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





Accokeek Foundation and the Alice Ferguson Foundation

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



Open Arms Housing

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

STRIVE DC

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

Healthy Babies Project

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



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

Dana Tai Soon Burgess Dance Company

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



Chess Challenge in DC

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



Theatre Lab School of the Dramatic Arts

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



Empower DC

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



BUILD Metro DC

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



Earth Conservation Corps

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



Lab School of Washington

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



Equal Rights Center

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



U.S. Chess Center

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

Cornerstone Montgomery

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



Washington Legal Clinic for the Homeless

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

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



Our Daily Bread

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



Project Create

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



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

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.



Arc of Northern Virginia

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

District Alliance for Safe Housing

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

“ 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**



Happenstance Theater

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



Life Asset

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



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



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.

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

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*We also appreciate volunteer recruiting support from the following:*

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*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 the these foundations provided general operating support to Compass, while others sponsored projects for their grantee organizations, and some did both!*

*With much gratitude, we acknowledge:*

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

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



**Miriam’s Kitchen**

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



DONORS

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

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

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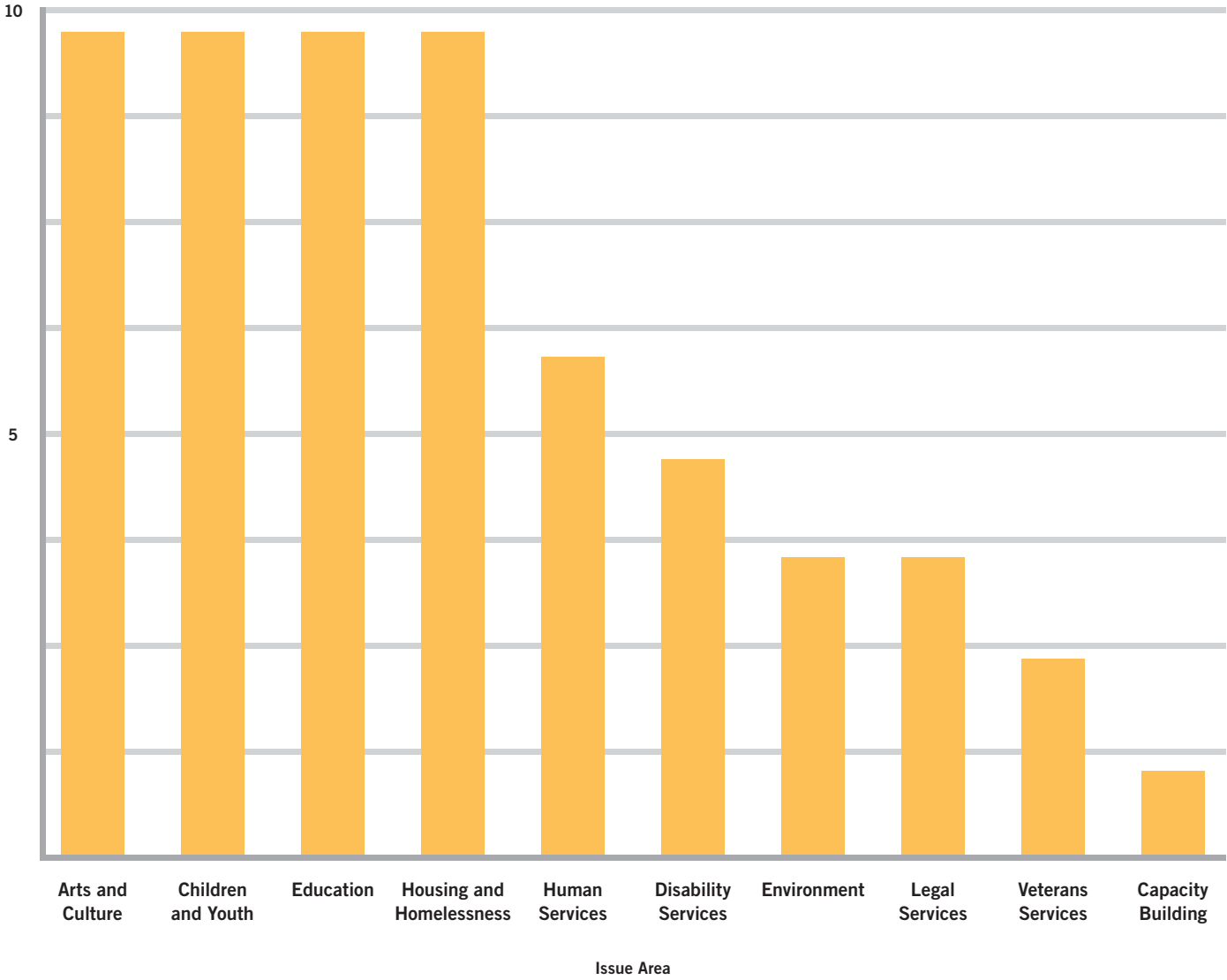
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Bowen Uhlenkamp\*

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

\*denotes 2015-16 volunteer

ISSUE AREA DISTRIBUTION

2015-16 GREATER WASHINGTON CLASSIC AND MICRO PROJECTS



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



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GREATER WASHINGTON  
CLASSIC PROJECTS

**A Wider Circle**  
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**Sasan Dehghan, Deputy Project Leader**  
Erika Bakkar, Philip Bradley, Carl Cohen,  
Sarah Dean, John Freedman, Diane Mars,  
John Strongman

**Accokeek Foundation and  
Alice Ferguson Foundation**  
**Brett Crawford, Project Leader**  
**Alex Hymanson, Deputy Project Leader**  
Elizabeth Elliott, Nasim Lari, Lisa Lindgren,  
Megan Ortiz, Kara Singsank, Sungmin Song,  
Ken Zhang

**Arc of Northern Virginia**  
**Scott Dulman, Project Leader**  
**Lauren Fox, Deputy Project Leader**  
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Erin Langley, Daniel Palmer, Audrey Speer

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

**Charge Up Collaborative**  
**Tom Carmody, Project Leader**  
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Conner Pine, Kelly Turner, Bowen Uhlenkamp,  
Tom Wells

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**Kara Sullivan, Deputy Project Leader**  
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**Karen Turner, Project Leader**  
**Kara Frost, Deputy Project Leader**  
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James Merwald, Lucretia Risoleo,  
Alex Shapero

**Equal Rights Center**  
**Christian Pearson, Project Leader**  
**John Fluitt, Deputy Project Leader**  
Christian Kochon, Samir Luther,  
Aida Misailidis, Emily Rinner

**Girl Scout Council of the Nation's Capital**  
**Akosua Baah-Dwomoh, Project Leader**  
**Deirdre Vollmer, Deputy Project Leader**  
Alison Damaskos, Miriam Mokuena, Jordan  
Scarboro, Dalton Shaughnessy, Beth Suarez,  
John Tannous

**Girls on the Run of Montgomery County, MD**  
**Lorraine Madala, Project Leader**  
**Ola Olabode, Deputy Project Leader**  
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Kim Feinstein, Monée Jackson, Sarah Kim,  
Folu Okunade, Rachel Roth

**Green Door**  
**Chris Sutton, Project Leader**  
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Chris Magnan, Erin Mirkin, Susan Morita,  
Jessica Shuster

**Joe's Movement Emporium**  
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Ragavendran, Nancy Sikorsky, Ralph  
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Kristin Penchal, Martha Searby, Rob Wetzel,  
Anne Wingate, Andrea Zimmer

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**Megan Tooley, Deputy Project Leader**  
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Calvin Harris, Jim Imamura, Marian Saxena,  
Sara Zellner

**Miriam's Kitchen**  
**Carol Bloomberg, Project Leader**  
**Zachary George, Deputy Project Leader**  
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Ryan Ulbrich, Justine Wu, Tony Zaffirini

**Montgomery County Coalition  
for the Homeless**  
**Andrew Morrison, Project Leader**  
**Terry Knapp, Deputy Project Leader**  
Kayode Aje, Kristen Edington Saunders,  
Douglas Kelly, Ashley Lowe, Betty Royster,  
Carol Wong

**Next Step Public Charter School**  
**Roy Gamse, Project Leader**  
**Vik Srinivasan, Deputy Project Leader**  
Maria Acebal, Jessica Andrus, Vicki Burns,  
Bhrugu Pange. Bismah Rahmat, Anand  
Sharma, Laura Yu

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

**Our Military Kids**  
**Barry Miller, Project Leader**  
**Philip Harper, Deputy Project Leader**  
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Carrie Milbrath, Laurell Sheedy McCready,  
Paul Taylor

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

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

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

**SOME**  
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**Andy Sugrue, Deputy Project Leader**  
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Michelle Meyer, Melinda Salaman, Jackeline  
Vasilatos, Elizabeth Whitmore

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

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

GREATER WASHINGTON  
MICRO PROJECTS

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

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

**BUILD Metro DC**  
**Rebecca Friedman, Project Leader**  
Robert Carlisle, Colleen Considine,  
Omid Harraf, Bradford Koenitzer

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

**Capitol Hill Arts Workshop**  
**Ashley Culbertson, Project Leader**  
Julie Ann Haldeman, Mary Dunbar,  
Rania Qura, Sam Weyrauch

**Chess Challenge in DC**  
**Christina Hedberg, Project Leader**  
Aalok Dave, Matthew Eirich, Renee Gerber,  
Julian Sculley, Mariann Zylstra

**Community Foundation for the  
National Capital Region**  
**Julian Van Giessen, Project Leader**  
Eva Baker

**Cornerstone Community DC**  
**Alicia Toles, Project Leader**  
David Cramer, Janet Lee, DeJuan Price,  
Shahid Salam

**Dana Tai Soon Burgess Dance Company**  
**Sweeny Chhabra, Project Leader**  
Fannie Delavelle, Sanem Kabaca, Anly Lor

**DC Bar Pro Bono Center**  
**Michael Dickson, Project Leader**  
Betsy Hanlon, Catherine Long,  
Brendan Maggiore, Debbie van Opstal

**DC Diaper Bank**  
**Char Beales, Project Leader**  
Siddhartha Aneja, Stacy Frazier, Burgess  
Robinson, Sarah Rupp, Stephanie Sawda

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

**DC Fiscal Policy Institute**  
**Juliana Su, Project Leader**  
Carlos Coronado, Maryam Ghariban,  
Namir Shah, Donald Thomas

**DC Volunteer Lawyers Project**  
**Lisa Benjamin, Project Leader**  
Nick Bryan, Ben Chapin, Spencer Davis,  
Kelly Graveline

**Earth Conservation Corps**  
**Melissa Dulksi, Co-Project Leader**  
**Denise Kootin-Sanwu, Co-Project Leader**  
Nathaniel Carroll, James Hunter

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

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

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

**KEYS For The Homeless Foundation**  
**David Bear, Project Leader**  
Jenny Cheung, Melina Schoppa, Jim Sims

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

**Madison House Autism Foundation**  
**John Barpoulis, Project Leader**  
Lorrie Kaplan, Hyuk Lee, Ned Purdon,  
Elizabeth Rubenfield

**One World Education**  
**Nazlin Bhimji, Project Leader**  
Josh Laredo, Carol Lucas, Lehigh Mearns,  
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**Open Arms Housing**  
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**Jennifer Blasko, Project Leader**  
Shahar Abrams, Greg Beckwith,  
Nikolai Boboshko, Lucy Chang

**Spooky Action Theater**  
**Teri Alexander, Project Leader**  
Colin Curzi, Hannah Lauber, Andrea Payne,  
Elaine Song

**STRIVE DC**  
**Abbey Gibson, Project Leader**  
Catherine Gwin, Tim Matthews, Leon RisCassi

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

**Teaching for Change**  
**Vandana Aggarwal, Project Leader**  
Alethea Davis, Maya Graham, Young Jang,  
Laurie Josephson

**U.S. Chess Center**  
**Kathy Gaubatz, Project Leader**  
Mike Hitsky, Ben Neese, Riana Shah,  
Emily Sobel

**Washington Legal Clinic for the Homeless**  
**Bridget Richardson, Project Leader**  
Tara Clemons, Axel Lopez de Cardenas,  
Ken Schoppman, Joe Toner

**Wilderness Leadership & Learning**  
**Avi Raizada, Project Leader**  
Nicolai Gamrasni, Amy Kaplan, Elissa Kurtz,  
Amanda Young



## GENTRIFICATIONS’ IMPACT ON DC AREA NONPROFITS

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

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

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

### Key Findings

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

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

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

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

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

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

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



### DC Bar Pro Bono Center

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



ON BOARD

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

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

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

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

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

On Board Committee

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

SPECIAL EVENTS

Social Enterprise Conference

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



Professor Michael Wheeler from Harvard Business School.

SPECIAL RECOGNITION

Greater Washington Client Selection Committee

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

Greater Washington Project Advisors

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

Greater Washington Service Line Trainers

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

Greater Washington Project Leader Selection Committee

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

Compass Summer Interns

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

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

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



ARTS AND CULTURE

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

CHILDREN AND YOUTH

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

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

COMMUNITY DEVELOPMENT AND SUPPORT

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

DISABILITY SERVICES

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

DOMESTIC ABUSE

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

EDUCATION

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

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

EMERGENCY RELIEF

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

ENVIRONMENT

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

FAMILY SUPPORT

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

HEALTHCARE

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

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

HOUSING AND HOMELESSNESS

BEST Kids  
Britepaths  
Building Futures  
Capital Area Food Bank  
Carpenter's Shelter  
Community Lodgings  
Community Ministries of Rockville  
Cornerstone Community  
District Alliance for Safe Housing  
DC Central Kitchen  
DC Doors  
Empower DC  
Equal Rights Center  
FACETS  
Father McKenna Center  
Friends of Guest House  
Good Shepherd Housing and Family Services  
Habitat for Humanity of Northern Virginia  
Homestretch  
Home Care Partners  
Hope and a Home  
Housing Unlimited  
Interfaith Works  
KEYS for the Homeless Foundation  
Manna Food Center  
Martha's Table  
Miriam's Kitchen  
Montgomery County Coalition for the Homeless  
Montgomery County Food Security Collaborative  
My Sister's Place  
New Hope Housing  
Open Arms Housing  
Rebuilding Together Alexandria  
Rebuilding Together Montgomery County  
Samaritan Inns  
Samaritan Ministry of Greater Washington  
Sasha Bruce Youthwork  
SOME  
Southeast Ministry  
Street Sense  
Thrive DC  
United Community Ministries  
UPO  
Washington Area Community Investment Fund  
Washington Legal Clinic for the Homeless  
Wesley Housing Development Corporation  
Yachad

LEGAL SERVICES

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

SENIOR SERVICES

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

SOCIAL SERVICES

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

VETERANS' SERVICES

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





**Junior Achievement of  
Southeastern Pennsylvania**

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





Main Line Art Center

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



West Oak Lane Charter School

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

Welcoming Center for New Pennsylvanians

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



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

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



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



## North Light Community Center

### Funding Strategy

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



## Delaware Valley Green Building Council

### Strategic Alignment

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



## Women Organized Against Rape

### Board Development

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

## Smith Memorial Playground and Playhouse

### Partnerships and Collaborations

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

## GOVERNANCE

### Philadelphia Board of Directors

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

Dean Miller, *Treasurer*  
Novitas Capital  
The Wharton School

Dan Rhynhart,  
*Immediate Past Board Chair*  
Blank Rome LLP

Marissa Cherian  
Marissa Cherian LLC  
The Wharton School

Jack Crowley  
Cohero Health

Sharon Gallagher  
Sage Communications

Todd Gibby  
BoardEffect  
The Wharton School

Eileen Ruby  
Columbia Business School

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

**Smith Memorial  
Playground & Playhouse**



SPECIAL THANKS

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

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

*And to Drexel University Lebow College of Business for volunteer support*

*We appreciate volunteer recruiting support from the following:*

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

*We are thankful for financial contributions from the following:*

- Bryn Mawr Trust
- Turnaround Management Association - Philadelphia

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

- Sage Communications

Foundation Supporters

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

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

Event Support

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

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

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

After School Activities Partnerships



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

*Compass gratefully acknowledges the generous supporters who made our work with 10 Greater Philadelphia nonprofits possible in 2015-16. Every donation to Compass stretches deep into the community, making high-level, pro bono consulting available to the Greater Philadelphia nonprofit community. Every \$1 donated to Compass translates into \$14 of consulting services back to the nonprofit community.*

**PATRONS**  
\$5,000 and above  
Todd and Lisa Gibby  
Green Street Fund  
Rich Sternhell

**LEADERSHIP CIRCLE**  
\$2,500-\$4,999  
Clinton Brooks  
David Denious  
Robert Hall  
Robert Kathol  
Skip Maner

**DIRECTORS CIRCLE**  
\$1,000-\$2,499  
Thomas Burt  
Marissa and Saj Cherian  
Jack Crowley  
Beth and David Dahle  
Rodney Day  
Lauren Juszczuk\*  
Daniel Keyes\*  
Dan Rhynhart  
Brent Martin and Cruz Velasco

**SUPPORTERS**  
\$500-\$999  
Kashif Chaudhry\*  
Matthew Cuddy\*  
Charles Ercole  
Sharon Gallagher  
Michelle Hong  
Dean Miller

**\$250-\$499**  
Pamela Dixon\*  
Wendy Glazer  
Christine Jacobs\*  
Meryl Levitz  
Larry and Ronnie Margel  
Robert Muse\*  
Mathew Rotenberg\*  
Jacquie and Eric Stern

**\$100-\$249**  
Anne Randig Andres\*  
Sandra Anglin-Caldwell\*  
Daniel Avampato\*  
Curtis and Judit Nagy-Eichelberger\*  
Matthew Gallagher\*  
Barry Genkin\*  
Julie and Bill Golderer  
Jaime Gusdorff\*  
Brendan Harnett\*  
Ayanna Haskins\*  
Kristy Leong\*  
Robert Levin\*  
Paul Levy  
Julie Orts\*  
David Othmer\*  
Jay Rose\*  
Heather Sonnenberg\*  
Olan Soremekun\*  
Daniel Stella\*  
Rajani Veeramachaneni\*

**UP TO \$100**  
Anonymous (6)  
Anonymous, in honor of Savitri Devi  
Stacey Behm\*  
Susan Bigler\*  
Doug Bloom\*  
Ari Borthakur\* in honor of Ana Ramos-Hernandez  
Linsey Bozzelli\*  
Lily Cappelletti  
Ying Chung\*  
Steve Dubow\*  
Lawana Dumas  
Lisa Dutton\*  
Ubek Ergashev\*  
Carol Gershon\*  
Aashish Goswami  
Neil Gupta\*  
Marc Gutstein\*  
Tricia Handza\*  
Michael Iannucci\*  
Cory Jacobs\*  
Barbara Jaffe\*

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

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

\*denotes 2015-16 volunteer

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

**Umbrella Golf Sponsoring Donors**  
Clinton Brooks  
David Denious  
Robert Hall  
Robert Kathol  
Skip Maner

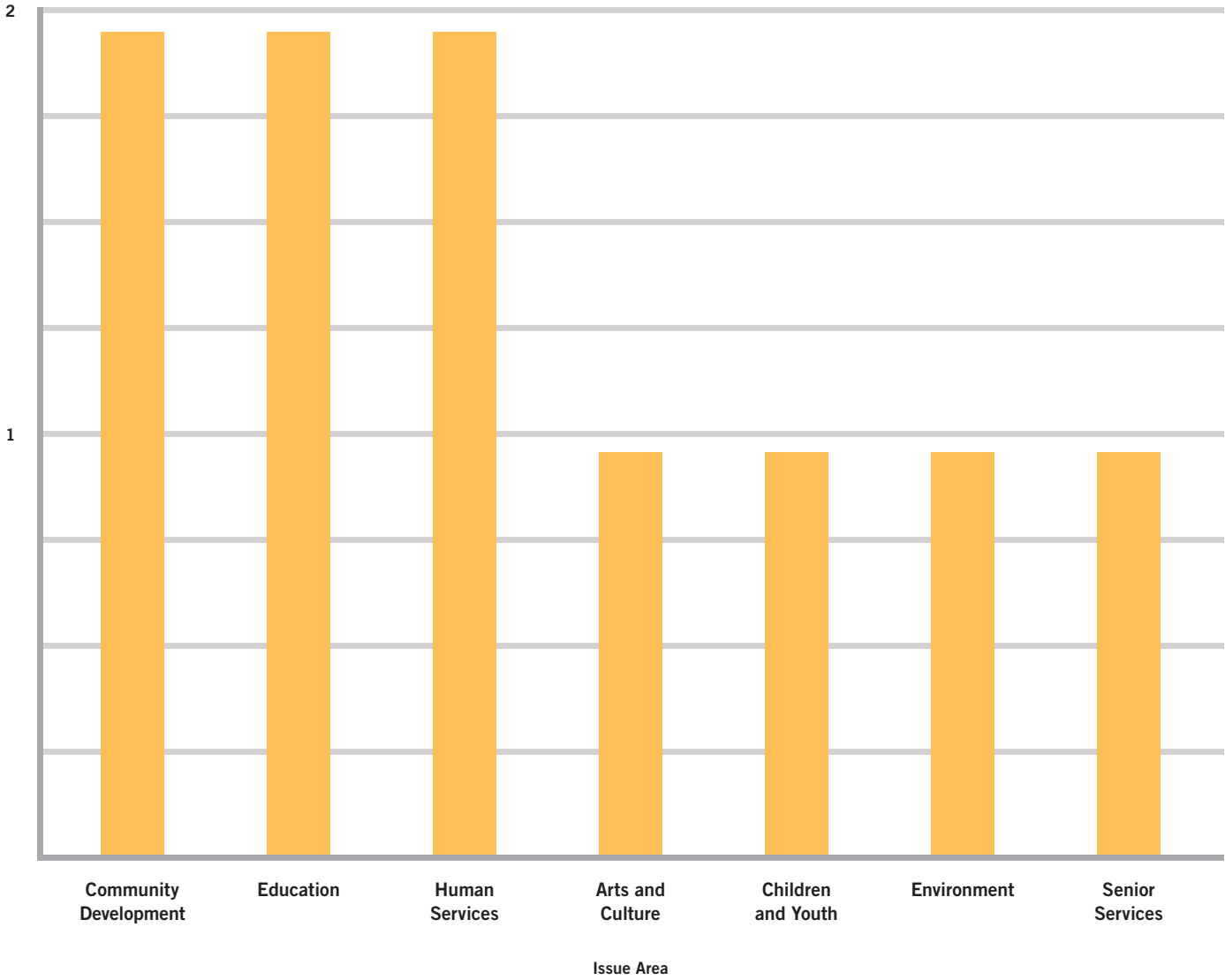
Anthony Ibarguen  
Jack Kirkpatrick  
Brian Lee  
Jon Lubert  
Christopher Maguire  
Andy Maner  
Robert McAlaine  
Dean McQuirns  
Edmund Moore  
Peter Morse  
John Owens  
Charles Pilkington  
Darren Pulito  
Victor Rainsford  
Christopher Ray  
Philip Ringo  
David Roberts  
Andrew Schmucker  
Jonathan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

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



ISSUE AREA DISTRIBUTION

2015-16 GREATER PHILADELPHIA PROJECTS



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

VOLUNTEERS

GREATER PHILADELPHIA PROJECTS

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

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

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

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

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

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

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

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

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

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

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



CLIENTS 2013-2016

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

SPECIAL RECOGNITION

**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

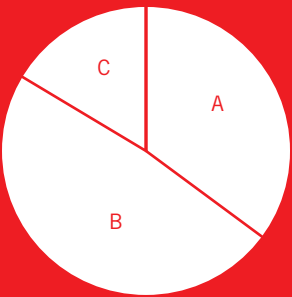
**Greater Philadelphia Project Leader Selection Committee**  
Kashif Chaudhry, Marissa Cherian, Lawana Dumas, Sharon Gallagher, Todd Gibby, Lee Jones, Barbara Mihatov, Dean Miller, Judit Nagy-Eichelberger, David Othmer

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.*

COMPASS

REVENUE AND EXPENSES

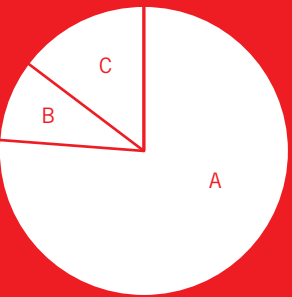


REVENUE

Individuals (A)  
35%

Foundations (B)  
49%

Corporations (C)  
16%



EXPENSES

Program (A)  
75%

Management and General (B)  
11%

Development (C)  
14%

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



COMPASS STAFF

Compass National

- Suzanne Laporte  
President
- Anne Hefter  
Director of Development  
and Strategic Initiatives
- Elizabeth Elliott  
Associate Program Manager
- Nathalie Miraval  
Assistant Program Manager

Greater Washington

- Justine Wu  
Director of Consulting Programs
- Nalini Rogers  
Program Manager, On Board

Greater Philadelphia

- Beth Dahle  
Executive Director

AWARDS

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

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



DC Diaper Bank

**Strategic Alignment**  
DC Diaper Bank works to strengthen families by providing a reliable supply of free diapers and other hygiene essentials to families in need.







Compass

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[www.compassprobono.org](http://www.compassprobono.org)



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