2013-14
ANNUAL
REPORT

Compass

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

On the cover

United Planning Organization

Funding Strategy
UPO helps people from poverty to self-sufficiency

Horizons Greater Washington

Funding Strategy
Horizons empowers disadvantaged students

The Year in Review

Compass experienced a shining year in 2013-14, with new initiatives, staff, awards and even a new city. Our hallmark consulting program in Greater Washington reached new heights. Compass placed 341 business professionals on consulting teams for 53 Greater Washington nonprofits. Most of those teams focused on the foundational services we have always offered - Board Development, Funding Strategies and Strategic Alignment. Other teams continued our recent service line additions of Strategic Planning (2-year projects) and Strategic Partnerships & Collaborations. We also piloted two Marketing Strategy projects.

This year we piloted projects outside the Washington area for the first time. We were thrilled to run four pilot projects in Philadelphia. The United Way and Philadelphia Foundation stepped up to provide funding for our inaugural year. We recruited 36 volunteers for the four projects, which successfully concluded this summer. We found six amazing people to join our Board in Philadelphia, and heard from volunteers and nonprofits alike about the need for this service in the Philadelphia community.

Another highlight of the year was piloting our new On Board program, which places business professionals onto nonprofit boards. An overwhelming 79% of the nonprofits we invited applied for a board member. This reinforces what we hear regularly from our nonprofit clients – they need good board members but don't always know how or where to find them. With On Board, we created a high-touch process that mirrors the success factors of our consulting program. With the help of our Greater Washington Advisory Board, we interviewed (in-person) the Executive Directors and Board Chairs of the applying nonprofits as well as all the board candidates who applied to be matched. In the end, we matched 12 people with eight nonprofits. By sending more than one person to each nonprofit, we expected the nonprofits to choose between the people we sent. We were incredibly pleased that many of the nonprofits made offers to all the people that we sent to them.

Compass board and staff join members of the Selection Committee of the CNA Board Leadership Award.

Compass was honored in January of 2014 to receive the Community Service Award from United Planning Organization (UPO). Later in the year, we received Honorable Mention (in the "Under $2 Million" category) for the Center for Nonprofit Advancement's Board Leadership Award. These awards reflect the cumulative impact that Compass has made in the Greater Washington community. As a former client, UPO knows first-hand the difference that a Compass team can make for a nonprofit organization. At the same time, receiving the Center's recognition showed that all the work we do behind the scenes really does count. We know that boards make a difference for nonprofits. We are honored to be seen as a model for board effectiveness. For us, it also shows that even small nonprofits can have strong boards.

Finally, the year that began with two staff members ended with five! We added a Deputy Executive Director for Greater Washington, an Executive Director in Philadelphia, and a Director of Development and Strategic Initiatives to support both locations (and yes, we have a few more ideas up our sleeves). All in all, this just proves what we always knew - a lot can happen in a year. We are extremely grateful to the people, organizations and companies that supported our work in 2013-14. Thank you for continuing to make our impact possible.

Warmest regards,

Cathy Bernasek
Board Chair

Suzanne B. Laporte
President

2013-14 PROJECTS

Marriott Foundation for People with Disabilities

Strategic Alignment
The Foundation helps young people with disabilities find jobs

Maryland Youth Ballet

Board Development
MYB provides ballet classes as well as community outreach

Washington Area Bicyclist Association

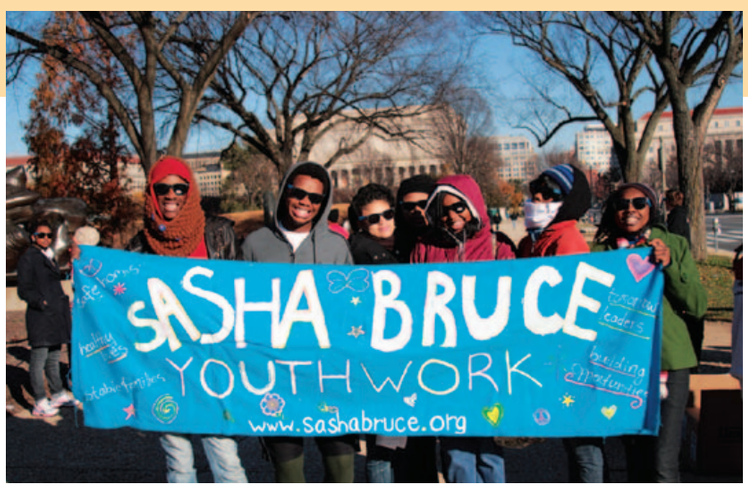
Board Development
WABA promotes bicycling and transportation choices

National Center for Children and Families

Strategic Alignment
NCCF provides early intervention for children and families

Center for Nonprofit Advancement

Board Development
CNA strengthens Greater Washington nonprofits

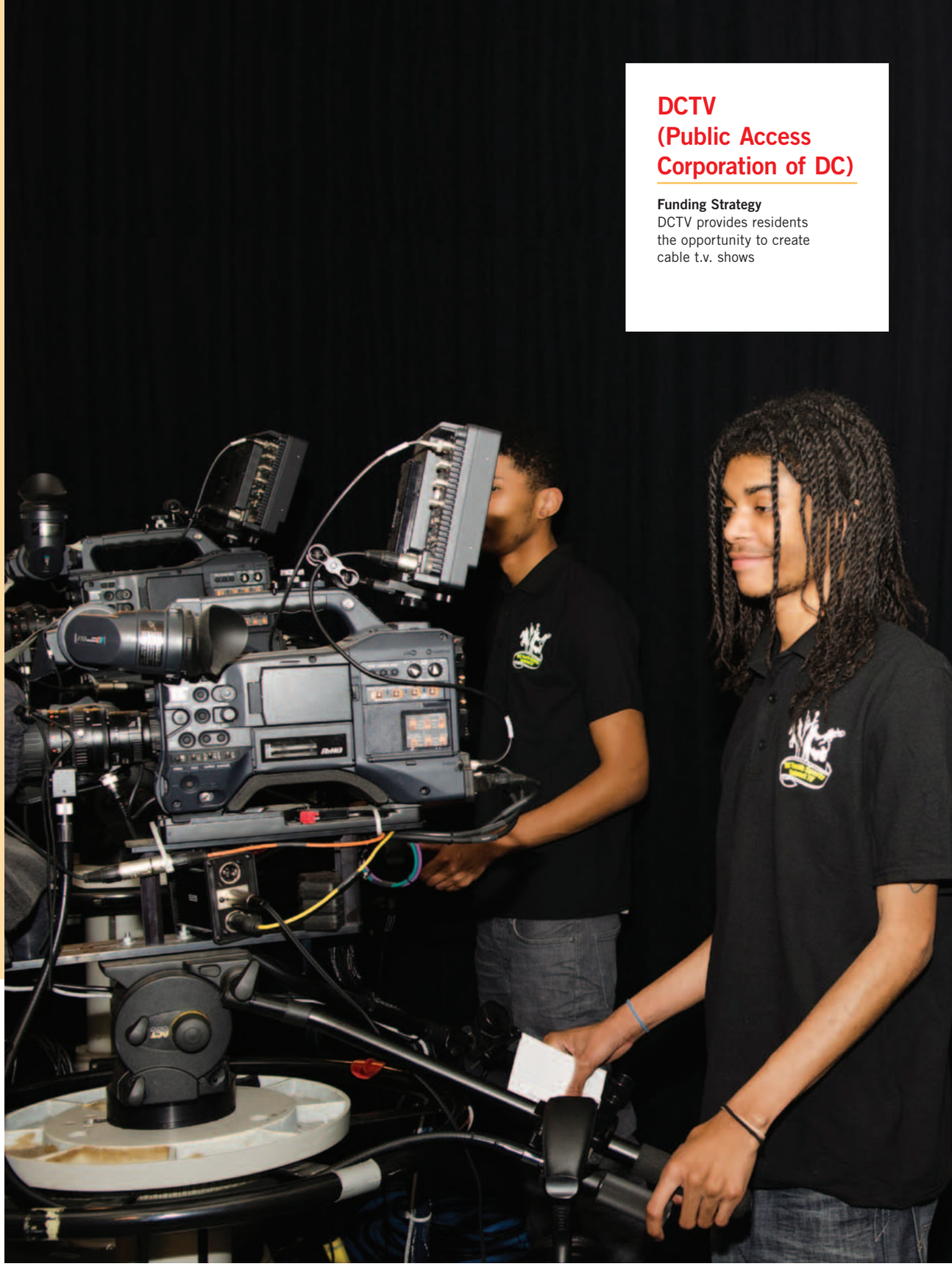


Sasha Bruce Youthwork

Strategic Planning (Year 1)
Sasha Bruce supports at-risk youth and their families

DCTV (Public Access Corporation of DC)

Funding Strategy
DCTV provides residents the opportunity to create cable t.v. shows



Easter Seals Serving DC | MD | VA

Strategic Partnerships and Collaborations
Easter Seals provides social services to children, adults, and wounded warriors

Prince George's Child Resource Center

Strategic Alignment
PGCRC supports families and caregivers

YouthBuild Public Charter School

Strategic Planning (Year 1)
YouthBuild serves young people who re-engage in education

Home Care Partners

Board Development
Home Care Partners enables vulnerable people to remain in their own homes

Chess Challenge in DC

Strategic Alignment
Chess Challenge promotes development of underserved youth

Insight Memory Care Center

Funding Strategy
Insight provides services for individuals with Alzheimer's

Housing Unlimited

Funding Strategy
Housing Unlimited provides housing for adults with psychiatric disabilities

National Trust for Historic Preservation

Strategic Partnerships and Collaborations
The NTHP works to save America's historic places

Linden Resources

Funding Strategy
Linden employs people with disabilities

Stone Soup Films

Board Development
Stone Soup produces pro bono films for nonprofits

Life Asset, Inc.

Funding Strategy
Life Asset's mission is to alleviate poverty in DC

The Nonprofit Roundtable of Greater Washington

Marketing Strategy
The Roundtable promotes the nonprofit sector

The Washington Literacy Council

Funding Strategy
WLC raises the literacy level of adults

The Levine School of Music

Strategic Planning and Marketing Strategy (Year 2)
Levine offers music courses and performances

DC Promise Neighborhood Initiative

Board Development
DCPNI coordinates cradle-to-career services in Ward 7

Southeast Ministry

Strategic Alignment
Southeast Ministry fosters self-development among low-income people

Iona Senior Services

Marketing Strategies
Iona supports people through the process of aging

Wonders Child Care Center

Strategic Alignment
Wonders provides high quality educational programs

New Futures

Funding Strategy
New Futures enables low-income young adults to obtain an education

Thrive DC

Strategic Alignment
Thrive DC's mission is to prevent and end homelessness

Rebuilding Together Alexandria

Marketing Strategy
RTA improves the homes of those in need

Coalition for Smarter Growth

Funding Strategy
Coalition for Smarter Growth promotes walkable communities

Girls on the Run – DC

Strategic Alignment
Girls on the Run inspires girls to be joyful, healthy, and confident

The PEN/Faulkner Foundation

Strategic Alignment
PEN/Faulkner builds audiences for literature

LAMB Public Charter School

Strategic Planning (Year 1)
LAMB is a bilingual Montessori public charter school

Leadership Greater Washington

Strategic Planning (Year 1)
LGW connects diverse leaders

Words Beats & Life

Funding Strategy
Words Beats & Life transforms lives through hip-hop

National Conservatory of Dramatic Arts

Funding Strategy
The Conservatory trains people for careers in acting

Humanities DC

Strategic Alignment
Humanities DC brings together the diverse neighborhoods of Washington, DC

CASA for Children of DC

Strategic Alignment
CASA helps youth in foster care

The Father McKenna Center

Board Development
Father McKenna serves the poor and homeless

DC Lawyers for Youth

Funding Strategy
DCLY seeks to improve the DC juvenile justice system

Live It Learn It

Funding Strategy
Live It Learn It's mission is to boost academic achievement

Mental Health Association of Montgomery County

Funding Strategy
MHA supports those living with mental illness

Horton's Kids

Funding Strategy
Horton's Kids provides programs for children in Ward 8

Northern Virginia Therapeutic Riding Program

Strategic Planning (Year 2)
NVTRP is dedicated to enriching the lives of the disabled

Rachael's Women Center

Board Development
Rachael's Women Center serves homeless women

Community Crisis Services

Board Development
CCS provides emergency and crisis services

Turning the Page

Funding Strategy
Turning the Page ensures students receive educational resources

Empowered Women International

Funding Strategy
EWI promotes entrepreneurism for immigrant and low-income women

The Chelsea School

Strategic Planning (Year 2)
Chelsea School educates students with learning disabilities

Voices for a Second Chance

Funding Strategy
Voices for a Second Chance empowers the incarcerated and newly released

The Literacy Lab

Funding Strategy
Literacy Lab provides low-income children with reading instruction

PHILADELPHIA PROJECTS

Diversified Community Services

Funding Strategy
Diversified strengthens the Point Breeze community

American Red Cross

Board Development
The Red Cross provides services in emergencies

Chester County Opportunities Industrialization Center

Board Development
Chester County OIC provides adult basic literacy education

Volunteer Experience

As a new arrival to Philadelphia, I joined a Compass team as a Project Leader to connect with other professionals in the city. Over the course of the project, I made lasting friendships with my team members. Even after the conclusion of our work, we continue to meet socially and keep each other updated on our career paths. Mentoring relationships also formed between younger team members applying to business school and recent business school graduates. More recent graduates like myself gained new confidence in our skills thanks to the feedback from our more experienced team members.

Our client, the Women's Center of Montgomery County, wanted help deciding whether to rebrand their organization to reflect their current programming focus on assisting victims of domestic violence. My team interviewed almost 20 individuals representing the Board, staff, volunteers, funders, and competitors; issued and analyzed a survey with responses from 90 stakeholders; and hosted a three-hour stakeholder workshop identifying and debating rebranding options. The Executive Director and the Board of Directors were extremely receptive to our recommendations and appreciative of our efforts. Their receptiveness and responsiveness made for a wonderful working relationship. My team became deeply invested in the success of our client over the course of the project, and we are in touch with our client to see how they are implementing our recommendations.

Amy Sennett
Compass Project Leader, Philadelphia 2013-2014

Women's Center of Montgomery County

Strategic Alignment
The Women's Center focuses on freedom from domestic violence

Special Thanks

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

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

Booz Allen Hamilton Partnership

Over the years, Compass has benefited from tremendous support from Booz Allen Hamilton. Once again this year, Booz Allen supported Compass through corporate sponsorship and volunteer recruitment.

Booz Allen's commitment to community service was reflected by the Booz Allen consultants who served nonprofits by participating on Compass' Classic Projects, Micro Projects, and Community Leadership Projects. The talent, dedication, and hard work of Booz Allen volunteers helped generate invaluable strategic guidance for the nonprofit community.

Compass Community Leadership Projects Managed by Booz Allen Hamilton Volunteers

The ALS Association
American Red Cross
Children's Inn at NIH
Girls Inc.
Give an Hour
Johns Hopkins Children's Center
Meridian International Center
George Washington's Mount Vernon
Paralyzed Veterans of America
Thurgood Marshall College Fund

Corporate Supporters

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

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

We also appreciate the volunteer recruiting support from the following:

Blank Rome LLP
Deloitte Consulting
PricewaterhouseCoopers

We are thankful for financial contributions from the following:

Four Seasons Hotel, Philadelphia
DCTV
Higher Talent

Foundation Supporters

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

With much gratitude, we acknowledge:

The William S. Abell Foundation
The Morris and Gwendolyn Cafritz Foundation
Community Foundation for Montgomery County
Elmo Foundation
John B. Gest Memorial Fund – Philadelphia Foundation
The Jovid Foundation
The Eugene and Agnes E. Meyer Foundation
Share Fund
United Way of Greater Philadelphia and Southern New Jersey

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

Donors

Compass gratefully acknowledges the generous supporters who made our work with 53 Greater Washington and four Greater Philadelphia nonprofits possible in 2013-14. Every donation to Compass stretches deep into the community, making high-level, pro bono consulting available to the Greater Washington and Philadelphia nonprofit communities. Every $1 donated to Compass translates into $14 of consulting services back to the nonprofit community. In 2013-14 Compass volunteers provided the market equivalent of $5.5 million in strategic consulting for 57 nonprofits, free of charge.

GOLD CIRCLE
$20,000 and above
Cathy and Brian Bernasek

BENEFACTORS
$10,000-$19,999
Cassandra Hanley and Marc Sumerlin

PATRONS
$5,000-$9,999
Anonymous
Ern Blackwelder and Sheila Hennessey
Green Street Donor Fund
Hope and Eric Krutz
Julie and Andrew Maner
Mary Stuart McCamy
Bud and Carol Moeller
Lucretia and Robert Risoleo
Sally Sloan and Tom Hentoff
Paul and Kristin Wardour
Linda and Bob Youngentob

LEADERSHIP CIRCLE
$2,500-$4,999
Hope Gleicher and Andrew Burness
Praveen and Kaili Jeyarajah
Hilary and Alex Joel
Alyssa and Nick Lovegrove
Laurie MacNamara and William Hendrickson
Daniel Rhynhart
Andrew and Kelly Young

DIRECTOR'S CIRCLE
$1,000-$2,499
The Bruhn-Morris Family Foundation
Ian Cameron and The Honorable Susan Rice
Julie Chapman and David Cushing
Brian and Jennifer Coulter
Margery Cunningham
Greg and Nancy Ledford
Burgess Levin and Mary Saily*
Nowell and Michelle Rush
Karen and Richard Shea
Julia Slavin and John Arnholtz
Robert and Carole Winter*
Ari Zentner and Kathryn Greenberg

SUPPORTERS
$500-$999
Jan and Jane Abraham*
Nimisha and Sameer Bhargava
Wes and Jessica Bieligk
Le Roy and Lindsay Eakin
Laura and Mike Faino
Frank and Kathy Finelli
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Jeffrey Kass*
Patricia and Randall Lewis
Daniel and Susan Michaels
Joel and Carolyn Nazdin
Amanda Robison*
Victoria and Tom Rollins
Karen and Fred Schaufeld
Hallie and Chip Smith*
Ruth and Arne Sorenson
Thomas Steinmetz

SUPPORTERS
$250-$499
Jack and Laura Barker
Lisa Benjamin*
Gus Bessalel
Jennifer Blasko*
Sally Bloomberg
Kathleen Cody, in memory of Charles Costello Davis
Marty Concannon*
Susan Gibbs and Ted Piccone
Margaret and Carter Griffin
Richard and Maryann Hanley
Kevin and Laura Hardy
Alice and Thomas Hennessey
Melissa and Brad Jiulianti
William and Margaret Jobst
Karen Mazze and Shanker Krishnan
Cloyd and Caroline Laporte
Suzanne Laporte
Debra Levin
Eve and William Lilley
Greg Nikoden
Floyd Norton, IV
Kristalee and Nils Overdahl
Price Roe and Peggy Fang
Barbara and Craig Sable
Bryan and Nicole Schwenker
Tulip Shah*
Jeanne Simon*
John Strongman*
Juliana Su and John Duncan
Laurie Tarpey
Steven and Marcy Trowern
Mary Jo Veverka

SUPPORTERS
$100-$249
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Leslie and Dan Burpee
Adam Burton*
Richard Church*
Carl Cohen*
J. Suzanne Cox*
John Crain*
Brett Crawford*
Mary Dalrymple*
John and Olivia Davis
Julie Forker*
Hollie Freeman*
Alyssa Franklin*
Samuel Frumkin
Suzy George and Nate Tibbits
Lisa and Todd Gibby
Jonathan and Amy Gleklen*
Abigail Goward*
Aimee Grimshaw*
Carl Grossman
Dale and Janice Hamby
Fernando Harris*
Anne and Scott Hefter*
Paula Jacobs*
Shahrzad and Farhad Jalinous
Leslie Kerr*
Michael Kim*
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Marine Korin*
Charles Landgraf*
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Brian Marra*
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Tracey Moon*
Andrew Morrison*
Tshikuna Muanankese
Davina Myers
Bradley Nestico
Olatokunbo Olabode*
Omurhu Onokpise*
Randi and Steve Orava
Bhrugu Pange*
Gregg and Julie Petersmeyer
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Ben Richman*
Marjorie Rosner and Arnold Trebach
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Sonya Sbar
Richard and Dabney Schmitt
Eric Schweikert
Joseph Sclafani
Kathleen and Matteson Scott
Peter Scott*
Martha Searby*
DeWayne Shambley*
Brian Sichi*
Jon Simon
Darren Skinner*
Elisabeth Sloan and Arthur Lichtenberger
Doug Smith
Adam and Ellen Spiegel
David Stern and Tracey Hughes
Richard Stern*
Dana Stirk
Chip Warner
Chadd Westhoff*
Jacqueline Wingfield*
Amanda Woo

SUPPORTERS UP TO $100
Anonymous*(17)
John Abbey*
Mohammed Amer*
Julie Anderson
Robert Apgar
Christopher Argyros*
Akosua Baah-Dwomoh*
Greg Barber*
Jacques Beaudry-Losique*
Cassandra Behler*
Stephanie Bennett*
Michael Bernstein*
Greg Billings*
Carlie Bissler*
Marnie Boyer*
Emily Bradley*
Elizabeth Bradley*
Glenn Buckles*
Catherine Burke*
Cori Byrum*
A.J. Calbert*
Jennifer Capone*
Aurelia Carr-Olverson*
Kathryn Chapman*
Susan Beth Chapman
Micki Chen
Shyam Chidamber
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Doug Church*
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Georgina Coolidge*
Amy Cooper
Gregg Couch*
Amy Cress*
Ashley Culbertson*
Cunningham Quill Architects
Ashutosh Dalvi*
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Regan Davis*
Whitney Debevoise*
Sasan Dehghan*
Katherine Demedis*
Marylynn Diallo*
Michael Dickson*
Jay Doeden*
Joseph Donnelly
Mollie Dougherty*
Kimberly Douglass*
Natasha Dupont*
Chris Edmonds*
Irene Edmunds*
Noran Eid*
Lijian Fang*
Kara Fisher*
Raymond Fortin*
Andre Fowlkes
Daniel Franck*
Evelyn Garcia-Morales*
Kimberly Garnett
Jennifer Gennaro Oxley*
Andrew Gentile*
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Sally Gibson*
Robin Glantz
Robin Goldman and James Popkin
Robert Greenfield
Ritija Gupta*
Elise Hamilton*
Michael Hardie*
Calvin Harris*
Daniel Hayden*
Christine Heffernan*
Tamara Heimur*
Francisco Hernandez*
Sadaf Hossain*
Danielle Howard*
Katherine Hutton*
Daniel Ingram*
Peter Jacobstein*
Dhivakar Janarthanan*
Mirjam Jasiak*
Andrew Jesmain*
Sarika Kasaraneni*
Georgia Katinas*
Patrick Keane*
Wayne Kim*
Christopher Knapp*
Terrance Knapp*
Zach Koerber
Brian Larkin*
Benjamin Layman*
Douglass Lee
Ashley Leonard
Kiki Li*
Helen Lin*
Adam Linkner*
Dylan Lockett*
Diem-Mi Lu*
Christopher Magnan*
Chetan Mahajan*
Roopak Manchanda
Diane Mars*
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Christina McLean*
Stephen Messner
Tiernan Meyer*
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Malika Mukhamedkhanova*
Natasha Munshi*
Haseeb Musa*
Lauren Navas
Joanne Neukirchen*
Lynn O'Connell*
Omurhu Onokpise*
John Oommen*
Daniel Orzechowski*
Robert Ott*
Chelsea Oudin*
Laurie Paguio*
Wes Panek*
Pragnya Paramita*
Tara Patel*
Judy Patterson*
Heather Peeler*
Samuel Plunkett*
Mike Plunkett*
Adriel Pond*
Anthony Priest
Eileen Prophett*
Jacek Pruski*
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Arjun Raman*
Sneha Rangarao*
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Elise Richards*
Rachel Robinson*
Rebecca Robuck*
Joe and Toni Roddy
Nalini Rogers*
Courtney Rose
Mihnea Rotariu*
Tiana Russell*
Shailesh Sahay*
Mary Anne Salmon*
Abhishek Saxena*
Heidi Schultheis*
Lyle Seethaler*
Alex Shapero*
Joshua Shapiro*
Mickie Simon and Brian Schwalb
Ginger Smith*
Doug Smythe*
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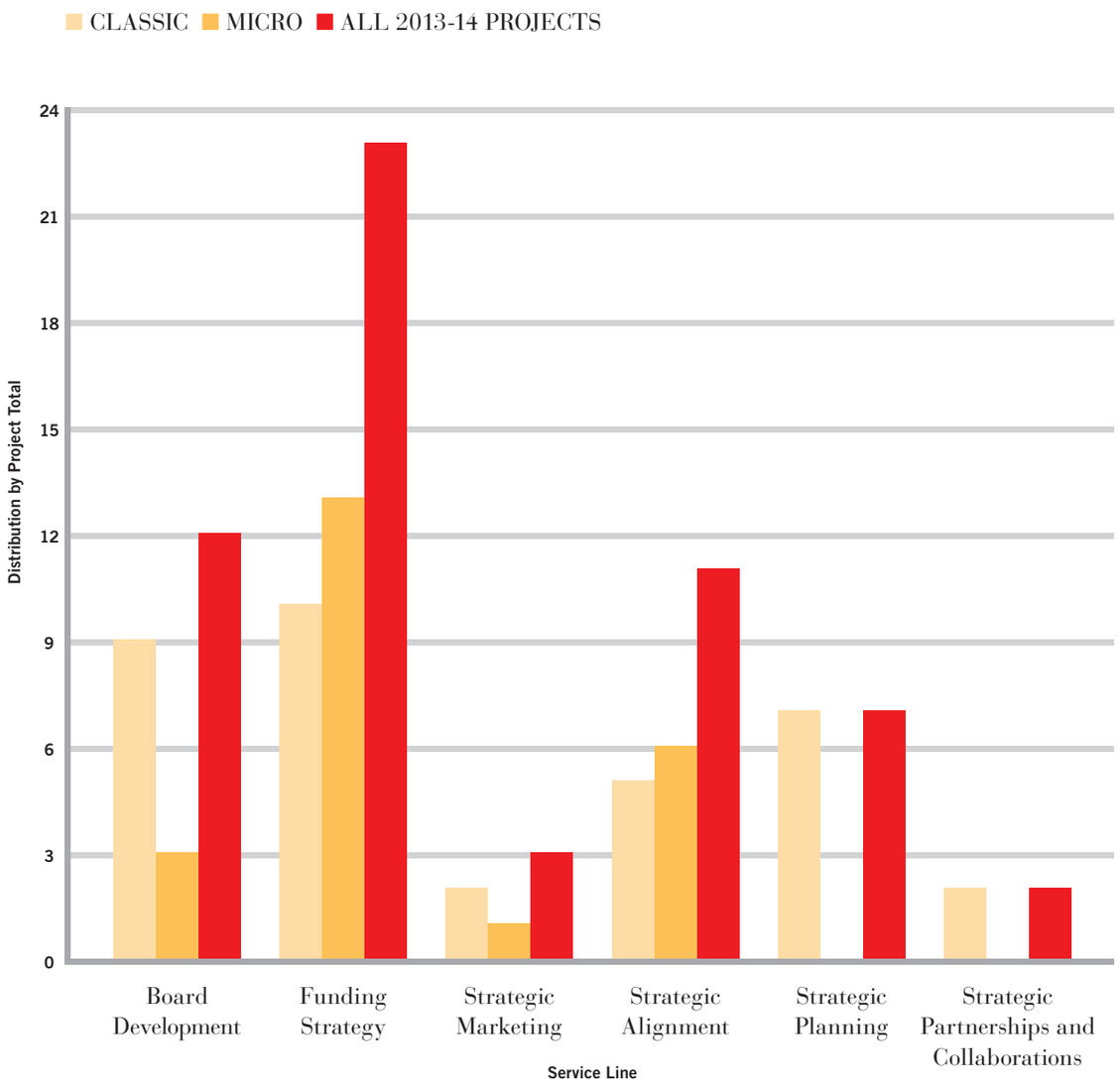
Ashley Tatum*
Susan Thaxton*
Paul Timm*
Megan Tooley*
Gregory Try
Kelley Turek*
Thomas Tysse*
Kani Udoh*
Nathan Uldricks*
Liz Valentini*
Kevin Vincent*
Robert Voight
Manoj Vyas*
Sophie Walker*
Ian Warthin
Julia Waterman
Dave Wetzig*
Autumn Wilds*
April Wood*
Andrew Woods*
Diane Wright*
Matthew Yacco
Anne Zalubowski

CORPORATE MATCHES
Ashu Dalvi - Booz Allen Hamilton
Abigail Goward - Bank of America
Diane Greenbaum - Booz Allen Hamilton
Dhivakar Janarthanan - Capital One
Marine Korin - Room to Give
Laurie MacNamara - Booz Allen Hamilton
Daniel and Susan Michaels - Kirkland and Ellis Foundation
Robert Nelson - Booz Allen Hamilton
Sonya Sbar - Calvert Investments
Bryan Schwenker - AARP

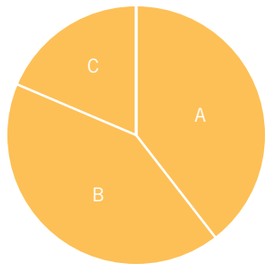
*2013-14 Compass Volunteers

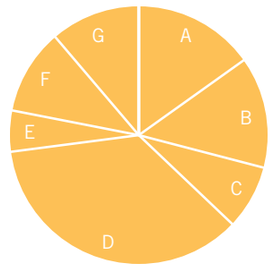
Service Line Distribution



Compass provides consulting services in six areas called service lines. Service lines help clients focus the project scope.

Revenue and Expenses





REVENUE

Individuals (A)
30%

Foundations (B)
53%

Corporations (C)
17%

EXPENSES

Strategic Planning Program (A)
17%

Board Development Program (B)
14%

Strategic Alignment Program (C)
8%

Funding Strategies Program (D)
28%

Strategic Partnerships & Collaborations (E)
3%

Management & General (F)
12%

Development (G)
13%

Volunteers

GREATER WASHINGTON CLASSIC PROJECTS

CASA For Children
Adam Burton, Project Leader
Carl Cohen, Benjamin Layman, Catherine Schafer, John Strongman, Stephanie Weirick

Center for Nonprofit Advancement
Abby Phelps, Project Leader
Dave Wetzig, Deputy Project Leader
Jennifer Chemel, Ben Danner, Jessica Lei, Steven Schiffman, Ginger Smith

The Chelsea School
Heidi Schultheis, Co-Project Leader
Richard Church, Co-Project Leader
Jan Abraham, Christopher Allen, Julie Forker, Rob Gibson, Jian Hua Lin, Haseeb Musa

Community Crisis Services
Michael Dickson, Project Leader
Kathryn Chapman, Deputy Project Leader
Aurelia Carr-Olverson, Marylynn Diallo, Natasha Dupont, John Oommen, John Robuck, Michael Rosenthall, Paloma Santiago-Adorno

DC Promise Neighborhood Initiative
Susan Thaxton, Project Leader
Autumn Wilds, Deputy Project Leader
Logan Gibson, Fernando Harris, David Lipowicz, Trey Lundgren, Rebecca Robuck, Darren Skinner

DCTV
Jennifer Blasko, Project Leader
Emily Bradley, Deputy Project Leader
Christopher Knapp, Adam Linkner, Michael Miller, Ola Olabode, Laura Stierle, Manoj Vyas

Easter Seals Serving DC|MD|VA
Ted Clarkson, Project Leader
Kevin Vincent, Deputy Project Leader
Ginika Agbim O'Kelly, Amy Cress, Stephanie Houh, Leslie Kerr, Tom Martella, Bob Ott, Abhi Saxena, Joshua Schenker, Brian Sichi, Jeff Strecansky

Home Care Partners
Burgess Levin, Project Leader
Malika Mukhamedkhanova, Deputy Project Leader
Dan Ingram, Deputy Project Leader
Hollie Freeman, Elizabeth Owens, Sneha Rangarao, DeWayne Shambley

Horton's Kids
Tracey Moon, Project Leader
Georgia Katinas, Deputy Project Leader
Ashu Dalvi, Christopher Magnan, Nadiv Rahman, Tiana Russell, Hallie Smith, Deborah Stone-Wulf

Housing Unlimited
Tim Saunders, Project Leader
George Albamonte, Deputy Project Leader
Chris Edmonds, Shannon Espersen, Michael Gottlieb, Daniel Hayden, Diane Mars

Humanities DC
Akosua Baah-Dwomoh, Project Leader
Jennifer Capone, Deputy Project Leader
John Abbey, Jane Eilbacher, Marilyn May, Andrew Rheuban, Alex Shapero, April Wood

Insight Memory Care Center
Paula Jacobs, Co-Project Leader
Richard Stern, Co-Project Leader
Mohammad Amer, Stephanie Bennett, Sarika Kasaraneni, Adriel Pond, Arjun Raman, Kani Udoh

Iona Senior Services
Tulip Shah, Project Leader
Nick Mageras, Deputy Project Leader
Greg Billings, Aleshia Davis, Whitney Debevoise, Katie Richmond, Kelley Turek

Latin American Montessori Bilingual Public Charter School
Ritija Gupta, Project Leader
Iulia Degeratu, Deputy Project Leader
Elizabeth Bradley, Katherine Demedis, Dylan Lockett, Diem-Mi Lu, Dan Orzechowski, Rachel Robinson

Leadership Greater Washington
Jennifer Gennaro Oxley, Project Leader
Carlie Bissler, Deputy Project Leader
Brett Crawford, Evelyn Garcia-Morales, Andrew Jesmain, Brian Larkin, Sunil Mathews, Christina McLean

Levine School of Music (Strategic Planning)
Jeff Kass, Project Leader
Cassandra Behler, Doug Church, Suzanne Cox, Calvin Harris, Wayne Kim, Josh Shapiro, Robert Winter

Levine School of Music (Strategic Marketing)
Irene Edmunds, Project Leader
Greg Barber, Deputy Project Leader
Vipul Borkar, Marnie Boyer, Desmond Davis, Peter Scott

Linden Resources
Marty Concannon, Project Leader
Aimee Grimshaw, Deputy Project Leader
Lijian Fang, Abigail Goward, Chetan Mahajan, Faheem Rahman, Mihnea Rotariu, Martha Searby, Jeff Sprau

The Literacy Lab
Noran Eid, Project Leader
Tommy Tysse, Deputy Project Leader
John Costello, Danielle Howard, Charles Landgraf, Ankit Saraf, Lyle Seethaler

Maryland Youth Ballet
Victoria Pierce, Project Leader
Mirjam Jasiak, Deputy Project Leader
Glen Buckles, Jennifer Caulk, Nina Coolidge, Nia Smith

Mental Health Association of Montgomery County
Dhivakar Janarthanan, Project Leader
Helen Lin, Deputy Project Leader
Michael Bernstein, Kara Fisher, Daniel Franck, Kiki Li, Naanjie Onyonka, Chelsea Oudin

National Center for Children and Families
Barr Snyderwine, Project Leader
Maurice Smith, Deputy Project Leader
Jonathan Gleklen, Anne Hefter, Barbara Phillips, Jocelyn Recht, Won Young Kim

National Trust for Historic Preservation
Michael Kim, Project Leader
Amanda Robison, Deputy Project Leader
Jay Doeden, Elise Hamilton, Tamara Heimur, Bridget Kelly, Peter Kossakowski, Laurie Paguio, Christopher Sutton, Seth Wiener

Northern Virginia Therapeutic Riding Program
Judy Patterson, Co-Project Leader
Jeanine Zeitvogel, Co-Project Leader
John Gatmaitan, Michael Hardie, Terry Knapp

Prince George's Child Resource Center
Jacek Pruski, Project Leader
Ben Richman, Deputy Project Leader
Daron Christopher, Amy Clerkin, Patrick Keane, Bryan Marra, Omurhu Onokpise, Jacqueline Wingfield

Rebuilding Together Alexandria
Neena Graham, Project Leader
Mary Dalrymple, Deputy Project Leader
Diane Greenbaum, Philip Herman, Brittany Holland, Nicole McKinney Cook, Eileen Prophett, Shailesh Sahay, Paul Timm

Sasha Bruce Youthwork
John Crain, Project Leader
Cori Byrum, Deputy Project Leader
Lisa Bechini, Catherine Burke, Jawahar Jaddu, Mark McCord, Emily Rinner, Allison Shuren

United Planning Organization
Mike Plunkett, Project Leader
Jacques Beaudry-Losique, Deputy Project Leader
David Becker, Elayne Chow, Christine Heffernan, Bhrugu Pange, Pragnya Paramita, Joseph Roth

Washington Area Bicyclist Association
Harry Knight, Project Leader
Gregg Couch, Deputy Project Leader
Sasan Dehghan, Reid Jackson, Kevin Lavin, Joanne Neurkirchen, Caitlin Phillips, Elise Richards, Chadd Westhoff

Wonders Child Care Center
Claire Nelson, Project Leader
Kelsey Anderson, Kristine Metter, Yuna Sakuma

YouthBuild Public Charter School
Denisse Goldbarg, Project Leader
Fran Hernandez, Deputy Project Leader
David Bergman, Ronnie Cameron, Sadaf Hossain, Heather Peeler, Nalini Rogers, Doug Smythe

GREATER PHILADELPHIA CLASSIC PROJECTS

American Red Cross
Barbara Milhatov, Project Leader
Steve Zipf, Deputy Project Leader
Yelena Barychev, Tricia Handza, Pooja Kapadia, Ami Shah, Pete Vloedman

Chester County OIC
Bob Warrington, Project Leader
Tom Biron, Lily Cappelitti, Nancy Dwyer, Bertram Lawson, Katy Lichtenstein, Kapila Ratnam

Diversified Community Services
Robert Bond, Project Leader
Michael Cohen, Aashish Goswami, Ray McKinney, Joanna Shujman, Helen Xing

Women's Center of Montgomery County
Amy Sennett, Project Leader
Aanchal Gupta, Leily Saadat-Lajevardi, Melissa Silva, Awan Singh, Heather Sonnenberg, Jenny Spann, Rich Sternhell

GREATER WASHINGTON MICRO PROJECTS

Chess Challenge in DC
Diane Wright, Project Leader
Peter Bertoli, Mary Anne Salmon, Sonovia Wint

Coalition for Smarter Growth
Eric Peterson, Project Leader
David Glanbock, Nikita Jeswani, Jamie Khanna

DC Lawyers for Youth
Alyssa Franklin, Project Leader
Christopher Argyros, Tara Patel, Samuel Plunkett

Empowered Women International
Krutika Amin, Project Leader
Alison Boyle, Betsy Hanlon,
Michael Wagg

The Father McKenna Center
Rebecca Robuck, Project Leader
Thomas Carmody, Emily Hsu,
Andrew Woods, Michael Yen

Girls on the Run – DC
Jeanne Simon, Project Leader
Regina Im, Jessica Liu,
Jenn Rahman

Horizons Greater Washington
Lisa Benjamin, Project Leader
Susan Butterfield, Brittany Hinchliff,
Vik Srinivasan

Life Asset
Taylor Howard, Project Leader
Neha Agrawal, Brad Jeddis,
Tara Teaford

Live It Learn It
Rachel Van Tuyl, Project Leader
Regan Davis, Danny Fortin,
Mona Tekchandani

Marriott Foundation for People with Disabilities
Natasha Munshi, Co-Project Leader
Peter Jacobstein, Co-Project Leader
William Moore, Megan Tooley

M.O.M.I.E.'S TLC
Nathan Uldricks, Project Leader
Gregory Bicksler, Naisham Jamshidi,
Sungmin Song

The National Conservatory for Dramatic Arts
Claudia Wood, Project Leader
AJ Calbert, Brian Kwak,
Lynn O'Connell

New Futures
Nirosha Mahendraratnam, Project Leader
Nicholyn Chang, Samuel Lederer,
Kathryn McCaffrey

The Nonprofit Roundtable of Greater Washington
Marine Korin, Project Leader
Sean Akinboboye, Mah-ki Fox

The PEN/Faulkner Foundation
Kimberly Douglass, Project Leader
Colin Dwyer, Amanda Van Vleet,
Sophie Walker

Rachael's Women's Center
Mollie Dougherty, Project Leader
Christine Hofer, Soungmi Park,
Stephanie Solove

Southeast Ministry
Andrew Morrison, Project Leader
Jared Guyer, Daniel Schenk,
June Won

Stone Soup Films
Gary Friend, Project Leader
Andrew Gentile, Katherine Hutton,
Wesley Panek

Thrive DC
Laura Whitaker, Project Leader
Samina Antoniuk, Carrie Boyle,
Tiernan Meyer

Turning the Page
Sanjay Singh, Project Leader
Sam Kuntz, Jenny Tai,
Liz Valentini

Voices for a Second Chance
Ashley Culbertson, Project Leader
Hillary Bray, Christine Liow,
Jessica Sierra

The Washington Literacy Center
Ashley Tatum, Project Leader
Sadhna Gupta, Rifat Jafreen,
Christopher Scott

Words Beats & Life
Ben Jarvis, Project Leader
Greg Im, Daniel Organ,
Samantha Zuhlke

On Board Program

We are excited to announce the formal launch of the Compass On Board program to place business professionals onto local nonprofit boards. The On Board program builds on Compass' experience of providing pro bono strategic consulting to local nonprofits, and it furthers our mission to inspire the active engagement of business professionals with their local nonprofits.

In this pilot year, we placed 12 candidates on the following eight nonprofit boards:

Bridges Public Charter School
Byte Back
Girls on the Run – DC*
Home Care Partners*
The Next Step PCS*
United Planning Organization
Washington Literacy Center*
Adventure Theatre MTC**

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

We would like to thank the Board Matching Task Force for their extensive research and planning, and the Advisory Board members who supported the pilot through interviews with both Candidates and Nonprofits.

On Board Selection Committee:
Brett Crawford, Gary Friend, Wendy Gualtieri, Cassandra Hanley, Hilary Joel, Jeff Kass, Burgess Levin, Karen Mazze, Natalie Robinson, and Craig Schultz

Governance

Board of Directors

Cathy Bernasek, *Board Chair*
Harvard Business School '00

Lucretia Risoleo, *Vice Chair*
Albany Law School of Union University '86

Sally Sloan, *Treasurer*
UVA, Darden School of Business '92

Alyssa Lovegrove, Secretary
Georgetown University
NYU Stern School of Business, '85

Cassandra Hanley,
Immediate Past Chair
Harvard Business School '02

Ern Blackwelder
Onsite Health
Harvard Business School '88

Hope Gleicher
Nonprofit Montgomery

Hope Chandler Krutz
Advisory Board Company

Laurie MacNamara
Booz Allen Hamilton

Julie Maner
Kellogg School of Management '96

Bud Moeller
Harvard Business School '78

Paul Wardour
Capital One

Robert Winter
Arnold & Porter LLP
Harvard Law School '67

Linda Youngentob
Montgomery College
Harvard Business School '87

Suzanne Laporte, *ex officio*
Harvard Business School '89

Junior Board

David Black, *Chair*
Amanda Robison, *Vice Chair*
Kim Garnett
Georgia Katinas
Zach Koerber
Robert Nelson
Laurie Paguio
Elizabeth Elliott, *ex officio*

Advisory Board

Jule Crider
Corinne Chocolaad Diehl
Alisha Griffey
Eric Guichard
Hilary Joel
Burgess Levin
Karen Mazze
Dan McVane
Roderick Morris
Susan Park
Nick Reding
Nowell Rush
Craig Schultz
Andrew Young

Philadelphia Board

Dan Rhynhart, *Chair*
Jack Crowley
Sharon Gallagher
Brent Martin
Dean Miller
Eileen Ruby

Staff Listing

Compass National

Suzanne Laporte
President

Anne Hefter
Director of Development and Strategic Initiatives

Elizabeth Elliott
Assistant Program Manager

Washington, DC

Kristalee Overdahl
Deputy Executive Director

Philadelphia, PA

Beth Dahle
Executive Director

Strategic Plan Update

The Compass Strategic Plan priorities:

- Geographic Expansion
- Community of Volunteers
- Intellectual Quality
- Long-term Engagement
- Sustainable Funding
- Organizational Structure

Awards

In 2014, Compass received Honorable Mention in the "Under $2 Million Category" for the Center for Nonprofit Advancement's Board Leadership Award.

Also, in 2014, United Planning Organization honored Compass with UPO's annual community service award for supporting Washington Metro nonprofits in their efforts to achieve greater effectiveness and impact.

Clients 2001-2014

GREATER WASHINGTON

501cTECH
Accokeek Foundation
Adventure Theatre MTC
Alexandria Red Cross
Alexandria Seaport Foundation
Alzheimer's Association
American Red Cross
Anacostia Watershed Society
Annapolis Symphony Orchestra
The Arc of Northern Virginia
Arena Stage
Arlingtonians Meeting Emergency Needs
Arts & Humanities Council of Montgomery County
Audubon Naturalist Society
Ayuda
B.E.L.L. Foundation
The Barker Foundation
The Black Student Fund
Boys & Girls Clubs of Greater Washington
Brain Injury Services
Bread for the City
Bridges Public Charter School
Bright Beginnings
Briya Public Charter School
Byte Back
C & O Canal Trust
CASA for Children of DC
Calvary Women's Services
Campagna Center
Capital Area Asset Builders
Capital Area Food Bank
Capital Partners for Education
Carlos Rosario International Career Center
Carpenter's Shelter
Catalogue for Philanthropy
Center for Inspired Teaching
The Center for Nonprofit Advancement
César Chávez Public Charter School
The Chelsea School
Chess Challenge in DC
Child & Family Network Centers
Child Center & Adult Services
Children's Inn at NIH
Children's Law Center
City First Enterprises
City Year Washington, DC
Clarice Smith Performing Arts Center
Class Acts Arts
Coalition for Smarter Growth
College Success Foundation
CollegeTracks
Communities in Schools of the Nation's Capital
Community Crisis Services
Community Education Group
Community Lodgings
Compass
Computer C.O.R.E.
Corcoran Gallery of Art
Critical Exposure
Cultural Development Corporation
Damien Ministries
Dance Exchange
The Dance Institute of Washington
Discovery Creek Children's Museum
DC Action for Children
DC Bar Foundation
DC Employment Justice Foundation
DC Law Students in Court Program
DC Lawyers for Youth
DC Promise Neighborhood Initiative
DC SCORES
DCTV
District Alliance for Safe Housing
Easter Seals Serving DC|MD|VA
Education Strengthens Families PCS
Ellington Fund
Elsie Whitlow Stokes Community
Freedom PCS
Emmaus Services for the Aging
Empowered Women International
Environmental Resources Trust
EOFULA Spanish Senior Center
FACETS Cares
Fair Chance
Family and Child Services
The Father McKenna Center
For Love of Children
Friends of Guest House
Friends of the National Arboretum
Girls on the Run - DC
Good Shepherd Housing and Family Services
Greater Prince William Community Health Center
Habitat for Humanity of Northern Virginia
Helen Hayes Awards
Higher Achievement
Hispanic Committee of Virginia
Home Care Partners
Homestretch
Hope and a Home
Hopkins House
Horizons Greater Washington
Horton's Kids
Housing Unlimited
Howard University School of Communications
Humanities DC
Identity, Inc.
Imagination Stage
IMPACT Silver Spring
Insight Memory Care Center
Interfaith Works
Iona Senior Services
Ivymount School
Jewish Social Service Agency
The Jovid Foundation
Kid Power
Kidsave International
The Kingsbury Center
Lab School
Language ETC
Latin American Montessori Bilingual PCS
Latin American Youth Center
Latino Economic Development Center
Leadership Greater Washington
Leadership Sanctuary
Levine School of Music
Life Asset
Linden Resources
The Literacy Lab
Literacy Council of Northern Virginia
Live It Learn It
Living Classrooms
Lumina Studio Theatre
M.O.M.I.E.'s TLC
Main Street Child Development Center
Manna Food Center
Marriott Foundation for People with Disabilities
Martha's Table
Mary's Center for Maternal and Child Care
Maryland Hall for the Creative Arts
Maryland Youth Ballet
Metro TeenAIDS
Mental Health Association of Montgomery County
Miriam's Kitchen
Mosaica
Musical Theater Center
My Sister's Place
National Building Museum
National Center for Children and Families
National Child Research Center
National Conservatory of Dramatic Arts
National Family Caregivers Association
National History Day
National Trust for Historic Preservation
National Women's History Museum
Network for Teaching Entrepreneurship
New Community for Children
New Futures
New Hope Housing
The Nonprofit Roundtable of Greater Washington
Northern Virginia Area Health Education Center
Northern Virginia Therapeutic Riding Program
OAR of Fairfax County
Oatlands
The PEN/Faulkner Foundation
Perry School Community Services Center
Phoenix Houses of Mid-Atlantic
Pregnancy Aid Centers
President Lincoln's Cottage
Prince George's Child Resource Center
Public Allies
Quality Trust for Individuals with Disabilities
Rachael's Women's Center
The Reading Connection
Reality, Inc.
Rebuilding Together Alexandria
Rebuilding Together Montgomery County
River School
Ronald McDonald House
Rosemont Center
Samaritan Inns
Samaritan Ministry
Sasha Bruce Youthwork
Senior Services of Alexandria
Signature Theatre
Sitar Center for the Arts
So Others Might Eat (SOME)
Southeast Ministry
Special Love
Stepping Stones Shelter
Stone Soup Films
Stop Child Abuse Now
STRIVE DC
Student Support Center
Synetic Theater
Taproot Foundation DC
The Theatre Lab
Theatre Washington
Thrive DC
Total Family Care Coalition
Treatment and Learning Centers
Turning the Page
Two Rivers Public Charter School
United Community Ministries
United Planning Organization
Urban Alliance Foundation
Vanguard Services Unlimited
Vehicles for Change
Vida Senior Centers
Voices for a Second Chance
Volunteer Fairfax
Volunteers of America - Chesapeake
Washington Area Bicyclist Association
Washington Area Community Investment Fund
The Washington Ballet
The Washington Literacy Center
Washington Middle School for Girls
Washington National Cathedral
Washington Performing Arts Society
Washington Regional Association of Grantmakers
Washington Yu Ying Public Charter School
Wendt Center for Loss and Healing
Wesley Housing Development Corporation
Winrock
The Women's Collective
Wonders Child Care Center
Words Beats & Life
Workforce Organizations for Regional Collaboration
Yachad, Inc.
Yellow Ribbon Fund
YMCA of Metropolitan Washington
YouthBuild Public Charter School
YWCA of the National Capital Area

GREATER PHILADELPHIA

American Red Cross – Southeastern Pennsylvania Chapter
Chester County OIC
Diversified Community Services
Women's Center of Montgomery County

Special Recognition

Rob Nelson and **Michelle Nathan** for serving as Booz Allen Hamilton liaisons

Howard Hyde for recruiting and coordinating Arnold & Porter volunteers

Tommy Tysse for assisting with volunteer selection

Dan McVane for assisting with our audit

Joseph Suarez, Executive Advisor, Community Partnerships at Booz Allen Hamilton, for his continued support of Compass

2013-14 Client Selection Committee
Rob Baylis, Julie Forker, Jimmy Hexter, Erin Lucien, Cassandra Hanley, Anne Hefter, Jeff Kass, Ashley Leonard, Karen Mazze, Andrew McIntire, John Nolan, Kristalee Overdahl, Victoria Pierce, Lucretia Risoleo, Jeanne Simon, Emil Skodon, Hallie Smith, Lisa Swearingen, Laurie Tarpey, Meredith Taylor, Susan Thaxton, Bob Winter, and Ari Zentner

Greater Washington Project Advisors
Carol Bloomberg, Brett Crawford, Gary Friend, Jeff Kass, Natalie Robinson, and Emil Skodon

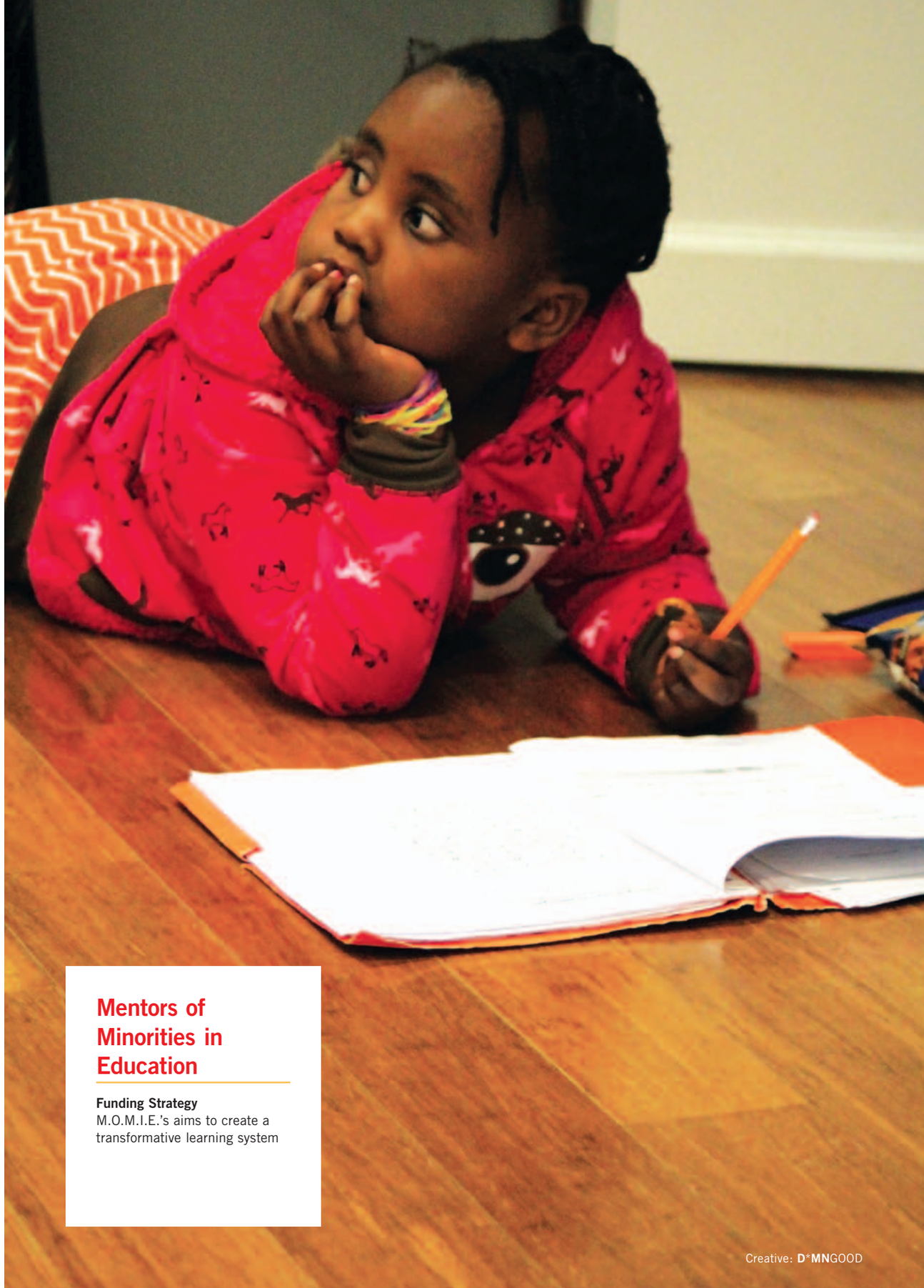
Greater Philadelphia Project Advisors
Carl Grossman, Dale Hamby, and Susan Park

Greater Washington Service Line Trainers
Carol Bloomberg, Brett Crawford, Gary Friend, Michael Kim, Jeanne Simon, and Ari Zentner

Greater Washington Project Leader Selection Committee
Cassandra Hanley, Georgia Katinas, Julie Maner, Kristalee Overdahl, Nowell Rush, Dermott Ryan, Craig Schultz, and Bob Winter

Compass Summer Interns
Michael Donnalley, Anders Lindgren, and Sara Rogers

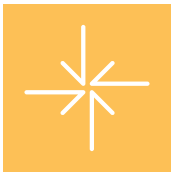
We would like to wish luck to our volunteers who plan to enroll in MBA programs this fall.



Mentors of Minorities in Education

Funding Strategy
M.O.M.I.E.'s aims to create a transformative learning system

Creative: D*MNGOOD



Strategic
Guidance.
Stronger
Nonprofits.

Compass

1712 N Street, NW
Suite 302
Washington, DC 20036
202.629.2354

451 Moreno Road
Wynnewood, PA 19096
610.745.3223

www.compassprobono.org