COMPASS’ MISSION IS TO INSPIRE THE ACTIVE ENGAGEMENT OF BUSINESS PROFESSIONALS WITH THEIR LOCAL NONPROFITS TO TRANSFORM COMMUNITIES.
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 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   Suzanne B. Laporte
Board Chair   President
2013-14
PROJECTS

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

Marriott Foundation for People with Disabilities
Strategic Alignment
The Foundation helps young people with disabilities find jobs
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

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

**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

**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.
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

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 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

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

---

**Girls on the Run – DC**

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

---

**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

---

**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

Humanities DC

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

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

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
Voices for a Second Chance

Rachael’s Women Center

Rachael’s Women Center serves homeless women

Turning the Page

Turning the Page ensures students receive educational resources

Empowered Women International

Empowered Women International promotes entrepreneurship for immigrant and low-income women

The Chelsea School

The Chelsea School educates students with learning disabilities

The Literacy Lab

The Literacy Lab provides low-income children with reading instruction

Community Crisis Services

Community Crisis Services provides emergency and crisis services
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
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 University'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.
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 deepens the organization's high-level, pro bono consulting available to the Greater Washington and Philadelphia nonprofit communities. Every $1 donated to Compass translates into $4 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 Bemasek

**BENEFACORS**

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Nathan beams*

Natalie Lember

Linda money

Micki Chen

Shayl Chidambaram

Daron Christopher

Douglas Church

Kellie Jo Cofalo

Edward Clarkson

Amy Clerkin

Georgina Coidledge

Amy Cooper

Greg Couch

Amy Cress

Ashley Culbertson

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Richard Stern*

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Edward Clarkson

Amy Clerkin

Georgina Coidledge

Amy Cooper

Greg Couch

Amy Cress

Ashley Culbertson

Cunningham Quill Architects

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Regan Davis*

Whitney Debeverye*

Sasan Delghan*

Katherine Demedis*

Marylyn Diabo*

Michael Dickson*

Jay Doeden*

Joseph Donnelly

Mollie Dougherty*

Kimberly Douglass*

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Chris Edmonds*

Irene Edmonds*

Noran Eid*

Lijan Fang*

Kara Fisher*

Samuel Forstin*

Andrew Fowles

Daniel Franck*

Evelyn Garcia-Morales*

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Robin Goldman*

Robin Goldman and James Popkin

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Rita Gupta*

Elise Hamilton*

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Christine Heffernan*

Teresa Himor*

Katherine Horton*

Daniel Ingram*

Peter Jacobstein*

Dhivakar Janarthanan*

Mirjam Jasian*

Andrew Jesmain*

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Terrahe Knapp*

Narran Korin*

Dan Kowai*

Arielle Kowai*

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

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On Board Selection Committee:
Compass National
Suzanne Laporte
President
Anne Hefter
Director of Development and Strategic Initiatives
Elizabeth Elliott
Assistant Program Manager

Washington, DC
Kristalée Overdahl
Deputy Executive Director

Philadelphia, PA
Beth Dahl
Executive Director

The Compass Strategic Plan priorities:
- Geographic Expansion
- Community of Volunteers
- Intellectual Quality
- Long-term Engagement
- Sustainable Funding
- Organizational Structure

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.
<table>
<thead>
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<th>Clients 2001-2014</th>
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**GREATER PHILADELPHIA**

American Red Cross – Southeastern Pennsylvania Chapter |  |
Chester County OIC |  |
Diversified Community Services |  |
Women’s Center of Montgomery County |  |
Rob Nelson and Michelle Nathan for serving as Booz Allen Hamilton liaisons

Howard Hyde for recruiting and coordinating Arnold & Porter volunteers

Tommy Tyse 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

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