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

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

Thrive DC
works to prevent and end homelessness by providing vulnerable individuals with a comprehensive range of services to help stabilize their lives.
It’s hard to look back at the past year without just a little awe and amazement. Compass’ pro bono consulting program steamed ahead with 72 projects across Greater Washington, Greater Philadelphia and Chicago with more than 500 volunteers giving their time to local nonprofits.

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

But there is more. While celebrating our past, we also took a large step forward by launching the third Compass City! In the fall of 2016, after a year of meetings and research, we felt the call of the Windy City and launched seven pro bono projects. The benefits of the unique Compass program became clear to those nonprofits looking to move their organizations to the next level. At the same time, we continued our work with our On Board program, which will deepen the training provided to On Board participants. In addition, through the Sorkin Center, Compass will be able to train not only the individuals who participate in On Board, but the entire boards of the nonprofits where we work.

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

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

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

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

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

Warmest regards,

Julie Maner
Board Chair
Suzanne Laporte
President
## 2016-17 Impact

### Number of Projects by Issue Area

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

### Number of Projects by Service Line

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

### Total Value of Services in DC/PH/CH

$8.2 million

### Number of People Our Nonprofit Clients Served in 2016-17

Over 2,250,000 people in DC/PH/CH

### Number of Volunteers

509 from 204 companies

### Number of Nonprofit Clients

- DC: 54
- PH: 11
- CH: 7

### Number of Volunteer Hours

- DC: 22,960
- PH: 7,520
- CH: 2,104

### Compass Total FTE

6.4

### Number of On Board Placements

32 candidates matched to 28 boards
produces an eclectic season of contemporary plays and musicals that are chosen to enrich, enlighten, and entertain and that reflect the diverse population of the DC metro area.

BOARD DEVELOPMENT

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

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

Easter Seals Serving DC | MD | VA

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

BOARD DEVELOPMENT

"I enjoyed team meetings where we were able to sit and think critically of how we were solving the problem. The different approaches were refreshing."

VOLUNTEER, CITY YEAR
DC Youth Orchestra Program

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

BOARD DEVELOPMENT

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

DC YOUTH ORCHESTRA
Projects

Alliance Française de Washington promotes dialogue and understanding in a multicultural society through language training and cultural exchanges.

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

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

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

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

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

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

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

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

Dana Tai Soon Burgess Dance Company creates and performs new modern dance choreographies that sensitively bridge cultures and connect shared human experiences.

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

Fat and Greasy Citizens Brigade offers free outdoor productions of the works of William Shakespeare to the DC community each summer.

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

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

Girls on the Run of Northern Virginia inspires girls to be joyful, healthy, and confident by using an experience-based curriculum that creatively integrates running.

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

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

Homeless Children’s Playtime Project nurtures healthy child development and reduces the effects of trauma among children living in temporary housing programs.

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

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

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

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

Lab School of Washington is an innovative learning community fostering scholarship and creativity in students with different learning styles.

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

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

Montgomery Community Television encourages and sponsors “First Voice” multimedia content that meets community needs and offers forums for free expression.

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

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

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

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

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

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

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

Spooky Action Theater recharges its audience’s imaginative, intuitive, and emotional core and rekindles its shared consciousness.

Step Afrika! uses the tradition of stepping as an educational, motivational, and healthy tool for young people through arts education, international exchange programs, and performances.
Stone Soup Films organizes professional talent to produce pro bono films that help nonprofits communicate more effectively.

**STRAIGHTENED ALIGNMENT**

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

**INCUBATOR**

Voices for a Second Chance empowers the incarcerated and newly-released to create, maintain, and strengthen family and community ties.

**BOARD DEVELOPMENT**

Volunteer Fairfax mobilizes people and resources to meet regional community needs.

**STRATEGIC MARKETING**

Washington Inner City Lacrosse Foundation (WINNERS Lacrosse) uses character-based education and the sport of lacrosse to teach life skills to boys and girls from inner city neighborhoods.

**FUNDING STRATEGY**

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

**INCUBATOR**

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

**BOARD DEVELOPMENT**

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

**STRATEGIC MARKETING**

Yachad brings communities together to preserve affordable housing and revitalize neighborhoods.

**STRAIGHTENED ALIGNMENT**

GREATER WASHINGTON BOARD OF DIRECTORS*

**Julie Maner, Board Chair**
Kellogg School of Management

**John Collins, Vice Chair**
Capital One

**Hurley Doddy, Treasurer**
ECP Investments

**Mary Stuart McCamy, Secretary**

**Lucretia Risoleo, Member at Large**

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Harvard Business School

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Arnold & Porter Kaye Scholer LLP

*Includes partner MBA and/or current employer.

**ADVISORY BOARD**

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Eric Giuchard
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Sally Sloan
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Catherine Long, Board Chair
Elizabeth Elliott
Phil Harper
Zach George
Jay Howard
Kevin McCroby
Michelle Meyer
Julian Van Giessen
Caroline Szakats, ex officio

*Projects (cont.)*

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

**THE WELDERS**
Special Thanks

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

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

Booz Allen Hamilton

VOLUNTEER RECRUITMENT
We also appreciate volunteer recruitment support from the following:

Abt Associates
Accenture
Advisory Board Company
Arnold & Porter Kaye Scholer LLP
A.T. Kearney
Booz Allen Hamilton
Boston Consulting Group
Capital One
CEB/Gartner
Hogan Lovells LLP
IBM
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Kaiser Associates
KippsDeSanto
KPMG
Morgan, Lewis & Bockius LLP
Oliver Wyman
PwC
World Bank

EVENT SPACE
We appreciate space for our program events from the following:

Abt Associates
Arnold & Porter Kaye Scholer LLP
Jones Day
PwC

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

With much gratitude, we acknowledge:

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

And special thanks to:

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

BUSINESS SCHOOL ALUMNI CLUB PARTNERS
We are grateful for the continued support of the following local business school alumni clubs:

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

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

KID MUSEUM
Compass gratefully acknowledges the generous supporters who made our work with 94 Greater Washington nonprofits possible in 2016-17. Every donation to Compass stretches deep into the community, making high-level, pro bono consulting available to the Greater Washington nonprofit community.

BENEFACTORS
$10,000 and above
Julie and Andy Merer
Mary Stuart McCurry
Polly Vail and Mark Walsh
Jeff Larson

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$5,000-$9,999
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John and Ali Collins
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Hurley and Deborah Doddy
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Linda and Bob Youngentob

LEADERSHIP CIRCLE
$2,500-$4,999
Ivan Camerson and The Honorable Susan Rice
Hope Gleicher and Andy Bruness
Cassandra Hanley and Marc Sumerlin
Greg and Nancy Ledford
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Sally Sloan and Tom Hentoff
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Kelly Turner*
Tommy Tyse
Liz Weatherly
T. Clark and Lucy Weymouth
Matt Wheeler* dedicated to Anna Wheeler
Alex Ziem*

Up to $100
Anonymous (4)
Sarah Abedin*
Jan Abraham*
Tosin Agbabiaka*
Abhinav Agrawal*
Riaa Ahmed*
Jessica Andrus*
Jami Axelrod*

Les Baer*
VJ Baka*
Janelle Banda*
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$5,363,600
MARKET EQUIVALENT OF 94 STRATEGIC CONSULTING PROVIDED BY VOLUNTEERS
$5,363,600
EVERY DOLLAR DONATED EQUATES TO $9 IN SERVICES

54 CLIENTS

20 • 2016-17 Annual Report
2016-17 Annual Report • 21
CORPORATE MATCHES
Compass gratefully acknowledges the companies that match employee contributions or volunteer hours, as well as the individuals who apply for these matching funds and direct corporate support to Compass.

AARP
Brendan Flinn, Bryan Schwenker
Booz Allen Hamilton
Akousa Baah-Dwomoh, Alex Shapero
Capital One
Lauren Fox

Fannie Mae
Anonymous (2), Christopher Miller

Oracle
Valerie Singer

PwC
Danny Fortin, Zachary George, Minna Rotaari

WORLD BANK COMMUNITY CONNECTIONS CAMPAIGN
Leyla V. Castillo
Olga Suneelson Ekume-Ejuma
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Brittany Wilson Cezara Windrem* Van Wilsard* Kaily Yee* Laura Yu* Sara Zellner* Sammi Zhang* Jo Zhou* Sarah Zolad*

*denotes 2016-17 volunteer

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

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

WE HAPPY FEW PRODUCTIONS
GREATER WASHINGTON

CLIENT SELECTION COMMITTEE

PROJECT ADVISORS

SERVICE LINE TRAINERS
Carol Bloomberg, Brett Crawford, Michael Dickson, Scott Heffer, Michael Kim, Victoria Pierce

PROJECT LEADER SELECTION COMMITTEE
Karen Mazze, Cassandra Hanley, Sally Sizer, Jeff Kass, Polly Vail

COMPASS 2017 SUMMER INTERNS
Charlotte Allen, Julia Asher, Alana Bradley, Cole Maner, Caroline Meek, Ciara Yetter

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

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

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

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

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

ON BOARD SELECTION COMMITTEE
FALL 2016

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

ON BOARD SELECTION COMMITTEE
SPRING 2017

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

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

VOLUNTEER, THRIVE DC

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

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

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

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

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

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

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

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

Special Recognition

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ON BOARD SELECTION COMMITTEE
FALL 2016

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

ON BOARD SELECTION COMMITTEE
SPRING 2017

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

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Insight Memory Care
New Endevors by Women
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DC Scores
EDUSEED*
Identity, Inc.
Kid Power
Olney Theatre*
Southeast Ministry
Studio Theatre
Together We Bake
Unity Economic Development
Western Fairfax Christian Ministry
Young Playwrights Theatre*

*More than one On Board candidate placed on the nonprofit board of directors.
Each year Compass surveys its nonprofit clients after project completion, and this year once again the results have been overwhelmingly positive.

Client Satisfaction

| Compass delivered a high-quality consulting project | 90% |
| Client would recommend Compass to other nonprofits | 96% |

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

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

VOLUNTEER, MIGHTY WRITERS
PathWays PA helps low-income women, children, teens, and families achieve financial independence and family well-being.

FUNDING STRATEGY
GREATER PHILADELPHIA PROGRAM

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

STRATEGIC PARTNERSHIPS AND COLLABORATIONS

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

CENTER FOR LITERACY

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

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

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

Center For Literacy
Helps a diverse population of learners meet their needs and achieve their personal and employment-related goals.

Nationalities Service Center
Prepares and empowers immigrants and refugees to transcend challenging circumstances.

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

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

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

Pennsylvania Assistive Technology Foundation
Helps people with disabilities and older Pennsylvanians acquire the assistive technology devices and services that improve the quality of their lives.

Maternity Care Coalition
Improves maternal and child health and well-being through the collaborative efforts of individuals, families, providers, and communities.

Women Against Abuse
Provides compassionate services in a manner that fosters self-respect and independence in persons experiencing intimate partner violence.

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

Pennsylvania Assistive Technology Foundation
Helps people with disabilities and older Pennsylvanians acquire the assistive technology devices and services that improve the quality of their lives.

Women Against Abuse
Provides compassionate services in a manner that fosters self-respect and independence in persons experiencing intimate partner violence.

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

Greater Philadelphia Cultural Alliance

Governance

GREATER PHILADELPHIA BOARD OF DIRECTORS*

Dean Miller, Board Chair
Philadelphia Alliance for Capital & Technologies (PACT)
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Robert Levin, Treasurer
CIS Ventures, LLC
Harvard Business School

Marissa Cherian
Marissa Cherian LLC
The Wharton School

Jack Crowley
Cohero Health

Suzanne Laporte
Compass
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Sharon Gallagher
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Todd Gibby
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Dan Rhynhart
Blank Rome LLP

GSI Health, LLC
The Wharton School

Beth Dahle, ex officio
Executive Director
Compass Philadelphia

“Greater Philadelphia Cultural Alliance

GREATER PHILADELPHIA BOARD OF DIRECTORS*

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Kellogg School of Management

Brent Martin
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Harvard Business School

Dan Rhynhart
Blank Rome LLP

Eileen Ruby
Columbia Business School

Beth Dahle, ex officio
Executive Director
Compass Philadelphia

*Includes partner MBA and/or current employer.

“Pennsylvania Assistive Technology Foundation

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We are thankful for financial contributions from the following:

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

We appreciate space for our program events from the following:

- ZS Associates
- Turnaround Management Association
- SEI
- PwC
- Navigate
- Firstrust
- EY
- Deloitte
- Comcast
- Blank Rome LLP
- Accenture

We appreciate volunteer recruitment support from the following:

- Nationalities Service Center

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

- following nonprofit partner:

We are thankful for financial contributions from the following foundations:

- Connelly Foundation
- Dolfinger-McMahon Foundation
- Douy Foundation
- Falconhead Foundation
- Hassel Foundation
- Lubert Family Foundation
- MKM Foundation
- ZS Associates
- Turnaround Management Association
- SEI
- PwC
- Navigate
- Firstrust
- EY
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- Comcast
- Blank Rome LLP
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- PwC

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- Accenture

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- Nationalities Service Center

We are thankful for financial contributions from the following:

- Comcast
- Blank Rome LLP
- Accenture
Donors (cont.)

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

Volunteer, Mercy Neighborhood Ministries of Philadelphia


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

AstraZeneca Pharmaceuticals
Lily Cappellotti

Boeing
Stephen Miceli, Katie Shrader

Mercer
Matt Cuddy, Diane Moras, Miguel Rilloraza

Merck
Hans Mueller

Navigate
Laura Baker, Philip Schmoyer, Ian Waxman

PwC
Lauren Juszczuk, Danny Keyes

SEI
Harmeet Arora, Robb Muse

| Issue Area Distribution |

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

Nationalities Service Center

| Donors (cont.) |

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

*denotes 2016-17 volunteer
“The team provided an excellent road map for how our governance structure needs to evolve to continue to support our mission.”

BROAD STREET MINISTRY

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

### Clients 2013-2017

<table>
<thead>
<tr>
<th>Clients</th>
<th>Compass delivered a high-quality consulting project</th>
<th>Client would recommend Compass to other nonprofits</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>91%</td>
<td>100%</td>
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### Client Satisfaction

<table>
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<th>50%</th>
<th>100%</th>
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<tbody>
<tr>
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<td></td>
</tr>
<tr>
<td>Overall Rating</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### After School Activities Partnerships (ASAP)

American Red Cross – Philadelphia

Broad Street Ministry

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

Center for Literacy

Chester County AIG

Community Learning Center

Delaware Valley Green Building Council

Diversified Community Services

Greater Philadelphia Cultural Alliance

Habitat for Humanity Philadelphia

Hope Partnership for Education

Junior Achievement of Southeastern Pennsylvania

La Comunidad Hispana

Main Line Art Center

Maternity Care Coalition

Mercy Neighborhood Ministries of Philadelphia

Mighty Writers

Nationalities Service Center

North Light Community Center

PathWays PA

Pennsylvania Academy of the Fine Arts (PAFA)

Pennsylvania Assistive Technology Foundation

Philadelphia Works

Programs Employing People

SeniorLAW Center

Smith Memorial Playground and Playhouse

Welcoming Center for New Pennsylvanians

West Oak Lane Charter School

Women Against Abuse

Women Organized Against Rape

Women’s Center of Montgomery County

Westside Hospital

### ACHIEVEMENTS

- **Compass** delivered a high-quality consulting project to 100% of its clients.
- 91% of clients would recommend Compass to other nonprofits.

### COMMENTS

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

### ACKNOWLEDGMENTS

- **Lisa Loughney, Project Leader**
  - **Katy Lichtenstein, Deputy Project Leader**
  - **Karen Giesewelt, Lisa Dutton, Jim McKenzie, Barbara Mihalov, Omar Mitchell, Fuja Thaker, Vik Iesen, Aaron Spence**
  - **Jonathan Connell, Co-Project Leader**
    - **Namita Kalyan, Co-Project Leader**
  - **Mercy Neighborhood Ministries of Philadelphia**
    - **Omar Mitchell, Puja Thaker, Ian Waxman, Project Leader**
    - **Brendan Harnett, Mat Rotenberg, Barbara Rice**
  - **Women Against Abuse**
    - **Steve Laux, Project Leader**
    - **Matt Cuddy, Deputy Project Leader**
    - **Lawana Dumas, Jaime Gusdorf, Lee Jones, Rob Levin, Jay Rose, Richard Steinhardt, and Stephen Zipt, Jr.**
  - **La Comunidad Hispana**
    - **Anne Andres, Project Leader**
    - **Namita Kalyan, Co-Project Leader**
    - **Deputy Project Leader**
    - **Mercy Neighborhood Ministries of Philadelphia**
    - **Guadalupe Espinoza, Deputy Project Leader**
    - **Project Leader**
  - **Women’s Center of Montgomery County**
    - **Women Organized Against Rape**
    - **Women Against Abuse**
    - **West Oak Lane Charter School**
    - **Welcoming Center for New Pennsylvanians**
    - **Smith Memorial Playground and Playhouse**
    - **SeniorLAW Center**
    - **Programs Employing People**
    - **North Light Community Center**
    - **PathWays PA**
    - **Pennsylvania Academy of the Fine Arts (PAFA)**
    - **Pennsylvania Assistive Technology Foundation**
    - **Philadelphia Works**
    - **SeniorLAW Center**
    - **Smith Memorial Playground and Playhouse**
    - **Welcoming Center for New Pennsylvanians**
    - **West Oak Lane Charter School**
    - **Women Against Abuse**
    - **Women Organized Against Rape**
    - **Women’s Center of Montgomery County**

### VOLUNTEER CONTEST

- **This year once again the results have been overwhelmingly positive.**

- **Thank you to the following Project Teams that reached 100% participation in the Volunteer Contest:**
  - Greater Philadelphia Cultural Alliance
  - Mercy Neighborhood Ministries of Philadelphia
  - Mighty Writers
  - Nationalities Service Center
  - North Light Community Center
  - PathWays PA
  - Pennsylvania Academy of the Fine Arts (PAFA)
  - Pennsylvania Assistive Technology Foundation
  - Philadelphia Works
  - Programs Employing People
  - SeniorLAW Center
  - Smith Memorial Playground and Playhouse
  - Welcoming Center for New Pennsylvanians
  - West Oak Lane Charter School
  - Women Against Abuse
  - Women Organized Against Rape
  - Women’s Center of Montgomery County
“For me, looking to relaunch my career after a break to care for my family, the opportunity to work on a project was intellectually stimulating and confidence-building. It also gave me insight about working in a nonprofit environment.”

Volunteer, MAPSCorps

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

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

BOARD DEVELOPMENT

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

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

METROSQUASH
GoverNance

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

VOLUNTEER RECRUITMENT

We appreciate volunteer recruitment support from the following:

A.T. Kearney
Boston Consulting Group
McKinsey & Company

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

EVENT SPACE

We appreciate space for our program events from the following:

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

FOUNDATION SUPPORTERS

We are grateful to the following foundation whose support allowed us to reach so many nonprofits in our first year. With much gratitude, we acknowledge:

The Pritzker Traubert Family Foundation

BUSINESS SCHOOL ALUMNI CLUB PARTNERS

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

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

ChICAGO BOARD OF DIRECTORS*

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Kellogg School of Management

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Kamylon Capital
Kellogg School of Management

Stuart B. Frankel
Narrative Science

Arnita Curtis
Sprout Social
MIT Sloan School of Management

Michael Humenansky
Cay Capital Ventures
Darden School of Business

Suzanne Laporte
Compass
Harvard Business School

Peter Lindau
DLA Piper LLP

J. Michael Locke
Giles Richard LLC
Kellogg School of Management

Julie Maner
Kellogg School of Management

Tracey Pavlishin
A.T. Kearney
University of Chicago Booth School of Business

Kitty Rothschild
Collaborative for Academic, Social and Emotional Learning (CASEL)

*Includes partner MBA and/or current employer.

Special Thanks

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Ross School of Business (University of Michigan)
Stanford Graduate School of Business
Tuck School of Business (Dartmouth College)
University of Chicago Booth School of Business
University of Virginia Darden School of Business
The Wharton School (University of Pennsylvania)

Donors

BeneFACtors

Up to $100
Melanie Angers*
Bernie Bakalar*
AJ Chatterjee*
Eduardo Cisneros*
Ashley Daniels*
Kate Dempsey*
Elizabeth Diebolt*
Keelin Dunda*
George Foge*
Bill Hanney*
Bill Houston*
Romana Khan*
Erin Laser*
Vivek Mehta*
Shawna Mehta*
Leo Mindyk*
Rene Poellinentz*
Lauren Rasul*
Sally Sachar*
Justine Shiu*
John Weisz*
Ben Wood*
Jessica Yen*

*denotes 2016-17 volunteer

PaTRONS

$5,000-$9,999
Matthew and Sheilah Burnham
Howard and Rachel Katz
J. Michael and Heather Locke
Julie and Andy Maner
Stuart Frankel and Rita Mirman

The Wharton School (University of Pennsylvania)
Volunteers

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

Healthy Schools Campaign

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

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

Special Recognition

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

Client Satisfaction

Compass delivered a high-quality consulting project

Client would recommend Compass to other nonprofits

<table>
<thead>
<tr>
<th>Issue Area</th>
<th>Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children and Youth: 4</td>
<td>Human Services: 3</td>
</tr>
</tbody>
</table>

Children and Youth: 4

Human Services: 3

CHICAGO PROJECTS

Apna Ghar
Kate Dempsey, Project Leader
Mohammed Dhedi, Afrouz Naeini, Tracey Pavlishin, Rishi Shah

BUILD - Chicago
Matt Fisher, Project Leader
Amelia Earnest, Sylvia Manning, Victoria Peebles, Lauren Raouf, John Weisz, Jessica Yen

Healthy Schools Campaign
Romana Khan, Project Leader
Ashley Daniels, Erin Laser, Chris Mayerfeld, Kelly Meissner, Leo Mindyuk, Justine Shiou

Illinois Joining Forces
Bill Landwehr, Project Leader
Melanie Angers, Jim Belisle, Jenn Boldt, Kevin Dundek, Kent Fredrickson, Bill Hannay

MAPS Corps
Toni Guitart, Project Leader
Bernie Bakalar, AJ Chatterjee, Jan Jaro, Stephanie Ormston, Kathy Price, Shiven Shah

Metro Squash
Melissa Lapica, Project Leader
Luis Bondana, Elizabeth Diabott, Jerei Keels, Shawna Mehta, Sanjay Murthy, Katie Suarez

The Resurrection Project
George Fogel, Project Leader
Eddie Consens, Bill Houston, Elizabeth Kroger, Rene Poellinetz, Sally Sachar, Ben Wood

VOLUNTEER CONTEST

Thank you to everyone who participated in Chicago’s first Volunteer Contest. We also want to acknowledge the Project Team that reached 100% participation in the Volunteer Contest.
This was a great experience for me in terms of networking with like-minded individuals who care about helping others, as well as learning a bit more about the nonprofit world which was a bit of a mystery to me previously.”

VOLUNTEER, DC DIAPER BANK

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

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

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

Compass honored Joseph Suarez of Booz Allen Hamilton for his ongoing partnership and continued commitment to the Greater Washington community. Compass also honored Ern Blackwelder for his leadership as a Co-Founder of Compass and his continued contributions. Guest speaker Richard Marriott embodies a commitment to community that reflects the values that Compass and Compass volunteers bring to their service.
Compass recognized Ern Blackwelder, one of Compass’ co-founders, at our 15th Anniversary Celebration by raising a fund in his honor. At his request, the fund will support nonprofit mergers.

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

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

**REVENUE**
- Individuals: 21.3% | $260,686
- Foundations: 29.0% | $362,000
- Corporations: 25.5% | $318,750
- 15th Anniversary: 18.9% | $236,359

**TOTAL: $1,249,189**

**EXPENSES**
- Program: 75.1% | $771,321
- Management and General: 11.0% | $113,232
- Development: 13.9% | $142,744

**TOTAL: $1,027,297**

**Revenue Growth: 2012-2017**

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-13</td>
<td>$250,000</td>
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<tr>
<td>2013-14</td>
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<td>2014-15</td>
<td>$750,000</td>
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<td>2015-16</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>2016-17</td>
<td>$1,250,000</td>
</tr>
</tbody>
</table>

**Compass Staff**

**Compass National**
- Suzanne B. Laporte
  President
- Sally Sloan
  Chief Financial Officer
- Nicole Majestic
  Deputy Development Director
- Wendy Gualtieri
  Chief of Staff
- Evelyn Laurencean
  Associate Program Manager
- Margaret Dodd
  Communications and Development Assistant

**Greater Washington**
- Hallie Smith
  Director of Consulting Programs
- Nalini Rogers
  Director, On Board
- Caroline Szakats
  Assistant Program Manager

**Greater Philadelphia**
- Beth Dahle
  Executive Director
- Tricia Handza
  Program Manager

**Chicago**
- Julie Walther
  Executive Director

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

Volunteer, Father McKenna Center
Strategic Plan

Strategic Plan Goals: 2017-2022

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

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

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

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

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

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

Awards

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

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

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

Volunteer, Healthy Schools Campaign

Korean Community Service Center of Greater Washington

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

Strategic Alignment