



# COMPASS

2016-17 ANNUAL REPORT



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.

BOARD DEVELOPMENT  
(Pictured on Cover)

Thrive DC

works to prevent and end homelessness by providing vulnerable individuals with a comprehensive range of services to help stabilize their lives.

STRATEGIC ALIGNMENT  
(Pictured Opposite)







## Wilderness Leadership & Learning (WILL)

provides challenging learning opportunities to inspire youth to make good decisions, become effective leaders, and achieve their goals.

BOARD DEVELOPMENT



## FROM THE BOARD CHAIR AND PRESIDENT

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 had overwhelming response from business professionals who wanted to efficiently volunteer in a way that provided the most impact back to their community.

And there is still more. Compass received a \$200,000 grant from CEB, now Gartner, to launch the Jerry Sorkin Center for Nonprofit

Governance. The Sorkin Center will build on the board governance work we started with our On Board program. Since 2014, we have placed 92 business professionals onto the boards of 69 nonprofits through On Board. The Sorkin Center provides Compass with an extraordinary board training 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 match them. The Sorkin Center will enable Compass to have substantially more impact on nonprofit boards, and ultimately the nonprofits themselves and the communities they serve.

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

COMPASS TOTAL FTE

6.4

NUMBER OF  
VOLUNTEERS

509  
FROM 204 COMPANIES

NUMBER OF  
VOLUNTEER HOURS

22,960  
DC

7,520  
PH

2,104  
CH

32,584  
TOTAL

NUMBER OF  
NONPROFIT CLIENTS

54  
DC

11  
PH

7  
CH

NUMBER OF ON BOARD  
PLACEMENTS

32  
CANDIDATES MATCHED  
TO 28 BOARDS



## GREATER WASHINGTON PROGRAM

“ 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

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



## Easter Seals Serving DC | MD | VA

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

STRATEGIC ALIGNMENT







City Year

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.

STRATEGIC ALIGNMENT

## BEST Kids

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

STRATEGIC ALIGNMENT

## BUILD Metro DC

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

STRATEGIC ALIGNMENT

## Byte Back

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

STRATEGIC ALIGNMENT

## 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.

STRATEGIC ALIGNMENT

## Capitol Post

serves as the platform for military veterans and spouses growing sustainable and scalable businesses or transitioning into new careers.

BOARD DEVELOPMENT

## City First Enterprises

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

STRATEGIC ALIGNMENT

## Common Good City Farm

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

STRATEGIC ALIGNMENT

## Constellation Theatre Company

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

STRATEGIC ALIGNMENT

## Cornerstone Montgomery

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

STRATEGIC PLANNING

## Dana Tai Soon Burgess Dance Company

creates and performs new modern dance choreographies that sensitively bridge cultures and connect shared human experiences.

FUNDING STRATEGY

## DC Diaper Bank

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

FUNDING STRATEGY

## Fat and Greasy Citizens Brigade

offers free outdoor productions of the works of William Shakespeare to the DC community each summer.

INCUBATOR

## 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.

FUNDING STRATEGY

## GALA Hispanic Theatre

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

STRATEGIC MARKETING

## 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.

STRATEGIC PLANNING

## 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.

INCUBATOR

## Green Acres School

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

STRATEGIC MARKETING

## Homeless Children’s Playtime Project

nurtures healthy child development and reduces the effects of trauma among children living in temporary housing programs.

BOARD DEVELOPMENT

## Horizons Greater Washington

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

FUNDING STRATEGY

## Identity, Inc.

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

FUNDING STRATEGY

## Jubilee JumpStart

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

STRATEGIC ALIGNMENT

## KID Museum

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

STRATEGIC ALIGNMENT

## Lab School of Washington

is an innovative learning community fostering scholarship and creativity in students with different learning styles.

STRATEGIC PLANNING

## Life Asset

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

STRATEGIC ALIGNMENT

## Madison House Autism Foundation

provides support, opportunities, and hope to adults with autism and their families.

STRATEGIC ALIGNMENT

## Montgomery Community Television

encourages and sponsors “first voice” multimedia content that meets community needs and offers forums for free expression.

FUNDING STRATEGY

## 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.

STRATEGIC PLANNING

## One World Education

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

STRATEGIC ALIGNMENT

## Pointless Theatre

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

INCUBATOR

## President Lincoln’s Cottage

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

FUNDING STRATEGY

## Seabury Resources for Aging

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

BOARD DEVELOPMENT

## Skyland Workforce Center

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

STRATEGIC PARTNERSHIPS AND COLLABORATIONS

## Southeast Ministry

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

STRATEGIC ALIGNMENT

## Spooky Action Theater

recharges its audience's imaginative, intuitive, and emotional core and rekindles its shared consciousness.

FUNDING STRATEGY

## 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.

FUNDING STRATEGY



PROJECTS (CONT.)

“ I just have to say that 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

|   |
|---|
| <p>Stone Soup Films</p> <p>organizes professional talent to produce pro bono films that help nonprofits communicate more effectively.</p> <p>STRATEGIC ALIGNMENT</p>  |
| <p>Theatre Prometheus</p> <p>explores and promotes women-focused, diverse narratives. The Theatre is committed to providing opportunities to local artists, with productions by and for the community.</p> <p>INCUBATOR</p>       |
| <p>Voices for a Second Chance</p> <p>empowers the incarcerated and newly-released to create, maintain, and strengthen family and community ties.</p> <p>BOARD DEVELOPMENT</p>   |
| <p>Volunteer Fairfax</p> <p>mobilizes people and resources to meet regional community needs.</p> <p>STRATEGIC MARKETING</p>   |
| <p>Washington Inner City Lacrosse Foundation (WINNERS Lacrosse)</p> <p>uses character-based education and the sport of lacrosse to teach life skills to boys and girls from inner city neighborhoods.</p> <p>FUNDING STRATEGY</p> |

|  |
|--|
| <p>We Happy Few Productions</p> <p>presents stripped-down, small cast, ensemble productions with a group of talented artists, providing unique perspectives on classic texts.</p> <p>INCUBATOR</p>             |
| <p>The Welders</p> <p>is a playwrights' collective whose mission is to establish an evolving, alternative platform for play development and production.</p> <p>BOARD DEVELOPMENT</p>                           |
| <p>Workhouse Arts Foundation</p> <p>seeks to grow a vibrant arts center that offers opportunities and joyful experiences in visual and performing arts, history, and education.</p> <p>STRATEGIC MARKETING</p> |
| <p>Yachad</p> <p>brings communities together to preserve affordable housing and revitalize neighborhoods.</p> <p>STRATEGIC ALIGNMENT</p>   |

GOVERNANCE

| GREATER WASHINGTON BOARD OF DIRECTORS*                          |   |
|---|---|
| JULIE MANER, <i>Board Chair</i><br>Kellogg School of Management | PETE B. SLONE<br>McKesson Corporation<br>UNC Kenan-Flagler<br>Business School       |
| JOHN COLLINS, <i>Vice Chair</i><br>Capital One                  | PETE SMITH<br>SmithPilot Compensation<br>Consultants                                |
| HURLEY DODDY, <i>Treasurer</i><br>ECP Investments               |   |
| MARY STUART McCAMY, <i>Secretary</i>                            | STEVE TROWERN<br>MCM Capital Partners, LLC<br>Kellogg School of Management          |
| LUCRETIA RISOLEO, <i>Member at Large</i>                        |   |
| JOHN CRAIN<br>452 Consulting<br>The Wharton School              | POLLY VAIL<br>University of Maryland –<br>College Park                              |
| HOPE GLEICHER<br>Identity, Inc.                                 | ROBERT WINTER<br>Arnold & Porter Kaye Scholer LLP                                   |
| HOPE CHANDLER KRUTZ<br>Advisory Board Company                   | LINDA YOUNGENTOB<br>Montgomery College<br>Harvard Business School                   |
| LAURIE MACNAMARA<br>Booz Allen Hamilton                         | SUZANNE LAPORTE, <i>ex officio</i><br>President, Compass<br>Harvard Business School |
| BUD MOELLER<br>Harvard Business School                          |   |
| EILEEN RUBY<br>Columbia Business School                         | CATHERINE LONG, <i>ex officio</i><br>Arnold & Porter Kaye Scholer LLP               |
|   | <i>*Includes partner MBA and/or current employer.</i>                               |

| ADVISORY BOARD   |
|--|
| CATHY BERNASEK<br>ERN BLACKWELDER<br>JULE CRIDER<br>CORINNE CHOCOLAAD DIEHL<br>ALISHA GRIFFEY<br>ERIC GUICHARD<br>CASSANDRA HANLEY<br>ANNE HEFTER<br>HILARY JOEL<br>BURGESS LEVIN<br>ALYSSA LOVEGROVE<br>KAREN MAZZE<br>DAN MCVANE<br>ROD MORRIS<br>SUSAN PARK<br>NICK REDING<br>NOWELL RUSH<br>CRAIG SCHULTZ<br>SALLY SLOAN<br>MARK WALSH<br>ANDREW YOUNG |
| JUNIOR BOARD   |
| CATHERINE LONG, <i>Board Chair</i><br>ELIZABETH ELLIOTT<br>PHIL HARPER<br>ZACH GEORGE<br>JAY HOWARD<br>KEVIN MCCRORY<br>MICHELLE MEYER<br>JULIAN VAN GIESSEN<br>CAROLINE SZAKATS, <i>ex officio</i>  |



# 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  
Jones Day  
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



DONORS

Compass gratefully acknowledges the generous supporters who made our work with 54 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 Maner  
Mary Stuart McCamy  
Polly Vail and Mark Walsh

PATRONS

\$5,000-\$9,999  
Anonymous  
John and Ali Collins  
John Crain and Shannon Ryan  
Hurley and Deborah Doddy  
Green Street Fund  
Bruce Haase  
Hope and Eric Krutz  
Bud and Carol Moeller  
Lucretia and Bob Risoleo  
Pete Smith and Marcia Marsh  
Steve and Marcie Trowern  
Linda and Bob Youngentob

LEADERSHIP CIRCLE

\$2,500-\$4,999  
Ian Cameron and The Honorable Susan Rice  
Hope Gleicher and Andy Burness  
Cassandra Hanley and Marc Sumerlin  
Greg and Nancy Ledford  
Laurie MacNamara and Bill Hendrickson  
Sally Sloan and Tom Hentoff  
Peter Slone  
Martin and Meredith Sumner  
Andrew and Kelly Young

DIRECTOR’S CIRCLE

\$1,000-\$2,499  
Amy Boyce  
Danny Fortin\*  
Zachary George  
Wan J. Kim and Sara Whitesell  
Burgess Levin and Mary Saily  
Timothy Matthews\*  
Jim and Melanie New  
Craig M. Schultz  
Mary Jo Veverka  
Robert\* and Carole Winter

SUPPORTERS

\$500-\$999  
John Ayanian\*  
Julie Banzhaf-Stone\*  
Thomas Coleman  
Laura and Michael Faino  
Timothy and Janice Fitzgibbon  
Margot and Nat Hentoff  
Laurence Platt and Clare Herington  
Jeff Kass\*  
Michael Kim  
Christine and Tom Labrecque  
Patricia and Randall Lewis

Catherine Long  
Lissa Muscatine and Brad Graham  
Joy and Ron Paul  
Suzanne and James Rianhard  
Kirsten Albers and Michael Sicoli  
Thomas Steinmetz  
Ari Zentner and Kathryn Greenberg

\$250-\$499

Anonymous  
Vipul Amin  
Akosua Baah-Dwomoh\*  
Jack and Laura Barker  
Lisa Benjamin  
Jennifer Blasko\*  
Laura Denk and Jon Tuttle  
Brendan Flinn\*  
Thomas Flochel\*  
Debra Fried-Levin and Josh Levin  
Jackie Hennessey\*  
Mark and Tory Joseph  
Mark Kontos\*  
Amy Kroll\*  
Lori Lenehan  
Alexia Marchetta\*  
Nicole and Michael Majestic  
Bob Motyka\*  
Kristalee and Nils Overdahl  
Michele Rettew  
George Rothman  
Nowell\* and Michelle Rush  
Craig and Barbara Sable  
Michael Saewitz  
Tulip Shah\*  
Alex Shapero\*  
Brian Sichi  
Neal and Jennifer Simon  
Juliana Su and John Duncan  
Nancy Watters\* and Stephen Sayre

\$100-\$249

Anonymous (2)  
Julie Anderson  
Paul Anninos\*  
Bruce Barlow\*  
David Bear\*  
Mark Beasman\*  
Joan Berman\*  
Jeff Bowers  
Larry and Sherri Cafritz  
Arik Ben Zyi and Victoria Canavor\*  
Sarah and Chris Cannova  
Lizzie and Michael Cantacuzene  
Jamison Ford Craft  
Brett Crawford\*  
Betsy Downes\*  
Victoria Elliott\*  
Patrice Feinstein\*  
Mari and Palmer Foret  
Kyle and Billy Furr

Roy Gamse\*  
Robert Garrett\*  
Suzy George and Nathan Tibbits  
Richard Gervase and Stuart Delery  
Dipu Ghosh\*  
Robin Glantz and Anthony Ciccone  
Carl Grossman  
Catherine Gwin\*  
David and Laura Hathaway  
Meg and John Hauge  
Nancy Leigh House\*  
Jay Howard\*  
Dorothy Hughes\*  
Julia Jorgensen\*  
Carole Klein\*  
Richard Levine and Wendy Krasner  
Susan Laws\*  
Greg Miller\*  
Susan Morita\* and Alan Matsumoto  
Andrew Morrison  
Kate Myers\*  
Charles Njoku\*  
Jim Norman\*  
Mac Norton\*  
Jake Obstfeld\*  
Ola Olabode\*  
Daniel Palmer\*  
Bhrugu Pange\*  
Susan Park and Dwayne Chen  
Scott Persky\*  
Gregg and Julie Petersmeyer  
Michael Pickett\*  
Estee and Elliott Portnoy  
Fabian and Virginia Rosado  
Mihnea Rotariu  
Tim Saunders\*  
Kristen Shiu\*  
Karen Shoos\*  
Nancy Sikorsky\*  
Dan and Dana Stirk  
Joe Suarez  
Chris Sutton\*  
Matthew Tabas\*  
DeMaris Trapp\*  
Kelly Turner\*  
Tommy Tysse  
Liz Weatherly  
T. Clark and Lucy Weymouth  
Matt Wheeler\* dedicated to Anna Wheeler  
Alex Ziehm\*

Up to \$100

Anonymous (4)  
Sarah Abedin\*  
Jan Abraham\*  
Tosin Agbabiaka\*  
Abhinav Agrawal\*  
Riaz Ahmed\*  
Jessica Andrus\*  
Jami Axelrod\*

Les Baer\*  
VJ Bala\*  
Janelle Banda\*  
Gregory Beckwith\*  
Michael Bernstein\*  
Terry Blankenship\*  
George Boggs  
Marlin Boggs\*  
Zerina Borhan\*  
Aldo Pazzini Bortoluzzi\*  
Marnie Boyer\*  
Khadijah Brydson\*  
Natalie Bucklin\*  
Karen Burkes  
Vicki Burns\*  
Eric Cada\*  
Zach Canter\*  
Robert Carlisle\*  
Jana Chan\*  
Jamie Chen\*  
Jenny Cheung\*  
Charles Choi\*  
Doris Chow\*  
Anya Clifford\*  
Javier Cobo\*  
Kaela Colwell\*  
John Cooper  
Kyle Craft\*  
Jenny Craig\*  
Bo Julie Crowley\*  
Alethea Davis\*  
Spencer Davis\*  
Sarah Dean\*  
Sasan Dehghan\*  
Julia Anne De la Cruz\*  
Toni De La Esperanza\*  
Fannie Delavelle\*  
Jennifer Del Guercio\*  
Richard Deng\*  
Andrew DePalma\*  
Bela Dhamankar\*  
Katie D’Hondt\*  
Katie Dobrinski\*  
Carolyn Dodd\*  
Emily Dorfman\*  
Adam Dorko\*  
Hasan Dossal\*  
Kimberly Douglass\*  
Jimmy Duggan\*  
Scott Dulman\*  
Stan Duvall\*  
Bart Edgerton\*  
Alexandra Edwards\*  
Anne Marie Eifel\*  
Jenny Everett\*  
Tiffany Fan\*  
Lijian Fang\*  
Kara Fisher\*  
Katie Fletcher\*  
Liz Fonseca\*

Lauren Fox  
Nicole Fredericks\*  
Aldo Frosinini\*  
Margaret Furr\*  
Jeff Gaard\*  
Louis Gagliano\*  
Kathy Gaubatz\*  
Matt Gayer\*  
Steven Geiger\*  
Caroline Gimmillaro\*  
Maria Elisa Gomes de Almeida\*  
Luis Gonzalez Rios\*  
Ian Green\*  
Robert Greenfield  
Alyssa Guo\*  
Naomi Hartman\*  
Kendra Hayden\*  
Madelyn Healy\*  
Geordie Herald\*  
Luke Heselden\*  
Alina Hopkins - dedicated to Anya Bahros and Asha Strazzero-Wild  
Robert Hsu\*  
Howard Hyde\* and Nancy Paulu Hyde  
Piyal Hyder\*  
Akshay Indusekar\*  
Chris Inzerillo\*  
Paula Jacobs\*  
Christine Jahnke\*  
Seoyoung Jang\*  
Yoojin Jang\*  
Young Jang\*  
Katie Joyce\*  
Daniel Jun\*  
Jeff Kan\*  
Yetka Karimi\*  
Doug Kelly\*  
Amelia Kemler\*  
Adnan Khandker\*  
Nikki Kishnani\*  
LK Klein\*  
Anil Kochhar\*  
Andrea Koenig  
Bradford Koenitzer\*  
Lisa Larragoite and Tom Kohn  
Sarah Kokinos\*  
Clayton Kolb\*  
Justin Kollinger\*  
Denise Kootin-Sanwu\*  
Kate Koschewa\*  
Nikhil Kumtha\*  
Paul Kuveke\*  
Josh Laredo\*  
David Lee\*  
Ron Lee\*  
Josh Leland\*  
Ashley Leonard  
Jake Levy\*  
Douglas Lim\*  
Emily Liner\*



DONORS (CONT.)

|                     |                                 |
|---------------------|---------------------------------|
| Yuchen Long*        | Christian Salvatori*            |
| Jenna Louie*        | Manohar Sama*                   |
| Linh Lu*            | Melissa Sanchez*                |
| Carol Lucas*        | Aditi Sawhney*                  |
| Paul Lyons*         | Eileen Schmidt*                 |
| Emily MacDonald     | Dick and Dabney Schmitt         |
| Brendan Maggiore*   | Melina Schoppa*                 |
| Alex Magness*       | Ken Schoppmann*                 |
| Kate Mahone*        | Bryan Schwenker*                |
| Jackie Malkes*      | Stephanie Severe*               |
| Tom Martella*       | Shruti Shah*                    |
| Sarah Martin*       | Anand Sharma*                   |
| Bernardo Martinez*  | Larry Shulman                   |
| Brittanie Maxwell*  | Valerie Singer                  |
| Kate Maxwell*       | Cena Maxfield Smith*            |
| Joel McFarland*     | Barr Snyderwine*                |
| Amy McNamer*        | Annie Soh*                      |
| Stephen Messner     | David Spett*                    |
| Michelle Meyer*     | Sharron Steele*                 |
| Carrie Milbrath*    | Darren Stipe*                   |
| Amanda Miller*      | Katherine St. Onge*             |
| Christopher Miller  | Jonathan Stupak*                |
| Zack Miller*        | Jenny Su*                       |
| Aydin Mohtashamian* | Beth Suarez*                    |
| Miriam Mokuena*     | Lisa Sullivan*                  |
| John Monroe*        | David Szakonyi*                 |
| Jacob Morello*      | Sonia Tabriz*                   |
| Evelyn Morfin*      | Jazmin Tanner*                  |
| Gbemi Munis*        | Paul Taylor*                    |
| Ryan Nabil*         | Shawn Thompson*                 |
| Ben Neese*          | Nathaniel Tindall*              |
| Steph Newman*       | Julie Turpin*                   |
| Anne Nuechterlein*  | Stephen Upton*                  |
| Aleena Oberthur*    | Debbie Van Opstal*              |
| Lynn O'Connell*     | Robert Voight                   |
| Ana O'Harrow*       | Deidre Vollmer*                 |
| Folu Okunade*       | Jeff Warta*                     |
| Miranda Osterheld*  | Robert Wetzel*                  |
| Gyasi Parrish*      | Dave Wetzig*                    |
| Vishal Patel*       | Emily Wexler*                   |
| Jeronimo Perrotta*  | Daniel Whittam*                 |
| Taylor Phillips*    | Kerri Whittington* dedicated to |
| Noah Platt*         | Maria Inniss                    |
| Adriel Pond*        | Brittany Wilson                 |
| Jennifer Potvin*    | Cezara Windrem*                 |
| Anthony Priest      | Van Wishard*                    |
| Bismah Rahmat*      | Kaily Yee*                      |
| Shaunte Ramsby*     | Laura Yu*                       |
| Bridget Richardson* | Sara Zellner*                   |
| Kyle Rinne*         | Sammi Zhang*                    |
| Leon RisCassi*      | Jo Zhou*                        |
| Michael Rogers*     | Sarah Zolad*                    |
| Lizzie Rubenfield*  |                                 |
| Jessica Ryan        |                                 |
| Amelia Salutz*      |                                 |

\*denotes 2016-17 volunteer

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

Akosua Baah-Dwomoh, Alex Shapero

Capital One

Lauren Fox

Fannie Mae

Anonymous (2), Christopher Miller

Oracle

Valerie Singer

PwC

Danny Fortin, Zachary George, Mihnea Rotariu

WORLD BANK COMMUNITY CONNECTIONS CAMPAIGN

Leyla V. Castillo  
Olga Sumelong Ekume-Ejuma  
Daryl Fields  
Heidi Hennrich-Hanson  
Une J. Lee\*  
Karen Mazze and Shanker Krishnan  
Olufunke Olabisi Oyewole  
Nerea Lastras Perez  
Amedee Prouvost  
Richard D. Stern  
John E. Strongman  
Bowen Patrick Uhlenkamp

ISSUE AREA DISTRIBUTION



- 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



|   |   |
|---|---|
| <div><div></div><div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div></div> | <div><div></div><div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div><div><div></div><div></div><div></div></div></div> |
|---|---|



# SPECIAL RECOGNITION

## GREATER WASHINGTON

### CLIENT SELECTION COMMITTEE

Lisa Benjamin, John Collins, Anne Di Rosa, Hurley Doddy, Ritija Gupta, Cassandra Hanley, Luke Heselden, Paula Jacobs, Peter Jacobstein, Jeff Kass, Michael Kim, Jenna Louie, Laurie MacNamara, Cena Maxfield Smith, Tracey Moon, Ola Olabode, Kristalee Overdahl, Dusty Riddle, Lucretia Risoleo, Abigail Rybnicek, Pete Slone, Hallie Smith, Megan Tooley, Karen Turner, Kelly Turner, Bowen Uhlenkamp, Polly Vail, Bob Winter, Justine Wu

### PROJECT ADVISORS

Brett Crawford, Elayne Chow, Michael Dickson, Neena Graham, Peter Jacobstein, Burgess Levin, John Nolan, Dusty Riddle, Natalie Robinson, Susan Park, Victoria Pierce, Jeanne Simon, Emil Skoden, Richard Stern

### SERVICE LINE TRAINERS

Carol Bloomberg, Brett Crawford, Michael Dickson, Scott Hefter, Michael Kim, Victoria Pierce

### PROJECT LEADER SELECTION COMMITTEE

Karen Mazze, Cassandra Hanley, Sally Sloan, Jeff Kass, Polly Vail

### COMPASS 2017 SUMMER INTERNS

Charlotte Allen, Julia Asher, Alana Bradley, Cole Maner, Caroline Meek, Clara 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 Jenna 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  
Stepping Stones Shelter  
Workplace DC

### MICRO PROJECTS

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

# ON BOARD

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.

## ON BOARD SELECTION COMMITTEE FALL 2016

Phyllis Caldwell, John Collins, Mary Stuart McCamy, John Oberdorfer, Nick Reding, Nalini Rogers, Craig Schultz, Polly Vail, Andrew Young, Micheal 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 Schultz, Ken Taylor, Andrew Young

*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 Endeavors 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.*

“ 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

# CLIENTS 2001-2017

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

Alexandria Seaport Foundation  
BEST Kids  
Black Student Fund  
Boys & Girls Clubs of Greater Washington  
Campagna Center  
Capital Partners for Education  
CASA for Children of DC  
Chess Challenge in DC  
City Gate  
City Year Washington DC  
College Success Foundation  
CollegeTracks  
Critical Exposure  
DC Action for Children  
DC Lawyers for Youth  
DC Scores  
DC Youth Orchestra  
Dance Institute of Washington  
For the Love of Children  
Girl Scout Council of the Nation's Capital  
Girls on the Run – DC  
Girls on the Run – Northern Virginia  
Girls on the Run – Montgomery County  
Higher Achievement  
Homeless Children's Playtime Project  
Horton's Kids  
Identity, Inc.  
Jubilee JumpStart  
Kid Power  
Latin American Youth Center  
National Center for Children and Families  
Network for Teaching Entrepreneurship  
New Community for Children  
Our Military Kids  
Playworks DC  
Prince George's Child Resource Center  
Public Allies  
Reading Partners  
Sasha Bruce Youthwork  
Sitar Arts Center  
St. Ann's Center for Children, Youth,  
and Families  
Step Afrika!  
Teens Run DC  
U.S. Chess Center  
Urban Alliance  
Wilderness Leadership & Learning  
Wonders Child Care  
YMCA of Metropolitan Washington  
YWCA of the National Capital Area

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

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

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

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

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

Arlington Thrive  
Alexandria Red Cross  
American Red Cross – DC

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

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

Alzheimer's Association  
Aspire Counseling  
Brain Injury Services  
CDC Foundation  
Children's Inn at NIH  
Community Education Group  
Community Ministries of Rockville  
Georgia Avenue Family Support  
Collaborative  
Greater Prince William Community  
Health Center  
Green Door  
Healthy Babies Project  
Home Care Partners  
Insight Memory Care Center  
Mary's Center for Maternal and Child Care  
Mental Health Association of  
Montgomery County  
National Multiple Sclerosis Society  
Northern Virginia Area Health  
Education Center  
Northern Virginia Family Service  
NOVA ScriptsCentral  
Phoenix Houses of the Mid-Atlantic  
Pregnancy Aid Centers  
Reality, Inc.  
Ronald McDonald House Charities  
of Greater Washington, DC  
Seabury Resources for Aging  
SOME  
Special Love for Children with Cancer  
Women's Collective

Britepaths  
Building Futures  
Capital Area Food Bank  
Carpenter's Shelter  
Community Lodgings  
Community Ministries of Rockville  
Cornerstone Community  
District Alliance for Safe Housing  
DC Central Kitchen  
DC Doors  
Empower DC  
Equal Rights Center  
FACETS  
Father McKenna Center  
Friends of Guest House  
Good Shepherd Housing and  
Family Services  
Habitat for Humanity of Northern Virginia  
Homestretch  
Hope and a Home  
Housing Unlimited  
Interfaith Works  
KEYS for the Homeless Foundation  
Manna Food Center  
Martha's Table



CLIENTS 2001-2017 (CONT.)

Miriam's Kitchen  
Montgomery County Coalition for the Homeless  
Montgomery County Food Security Collaborative  
My Sister's Place  
New Hope Housing  
Open Arms Housing  
Rebuilding Together Alexandria  
Rebuilding Together Montgomery County  
Samaritan Inns  
Samaritan Ministry of Greater Washington  
Sasha Bruce Youthwork  
SOME  
Southeast Ministry  
Street Sense  
Thrive DC  
United Community Ministries  
UPO  
Washington Area Community Investment Fund  
Washington Legal Clinic for the Homeless  
Wesley Housing Development Corporation  
Yachad

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

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

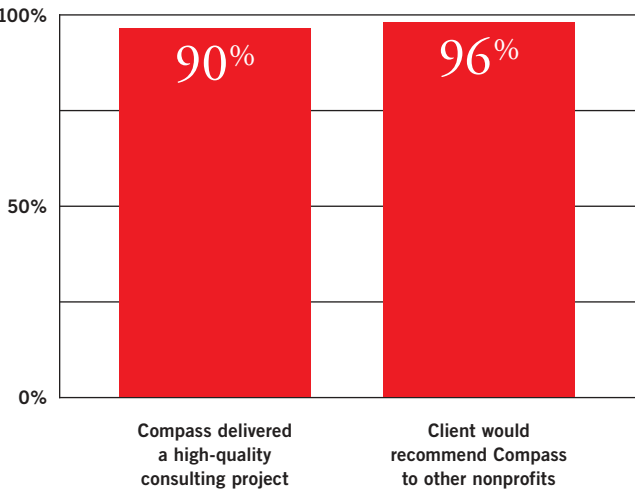
A Wider Circle  
Alexandria Seaport Foundation  
Arlington Thrive  
Aspire Counseling  
Ayuda  
The Barker Foundation  
Bread for the City  
Byte Back  
Capital Area Asset Builders  
Capital Area Food Bank  
Caregiver Action Network  
Catholic Charities of DC  
Child Center and Adult Services

Child & Family Network Centers  
City First Enterprises  
Community Crisis Services  
Damien Ministries  
DC Fiscal Policy Institute  
Empowered Women International  
Equal Rights Center  
Family Matters of Greater Washington  
For Love of Children (FLOC)  
Friends of Guest House  
Georgia Avenue Family Support Collaborative  
Good Shepherd Housing and Family Services  
Greater Prince William Community Health Center  
Healthy Babies Project  
Interfaith Works  
Jewish Social Service Agency  
Kidsave International  
Latin American Youth Center  
LIFT-DC  
The Literacy Lab  
Manna Food Center  
Martha's Table  
Mary's Center for Maternal and Child Care  
Miriam's Kitchen  
Northern Virginia Family Service  
OAR of Fairfax County  
Perry School Community Services Center  
Public Allies  
Samaritan Inn  
SOME  
St. Ann's Center for Children, Youth, and Families  
Stepping Stones Shelter  
Stop Child Abuse Now  
STRIVE DC  
Total Family Care Coalition  
Urban Alliance  
Vehicles for Change  
Voices for a Second Chance  
Volunteers of America – Chesapeake  
Washington English Center  
Wendt Center for Loss & Healing  
YMCA of Metropolitan Washington

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

CLIENT SATISFACTION

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



“ 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



## GREATER PHILADELPHIA PROGRAM

“ 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

---

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

FUNDING STRATEGY



## PathWays PA

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

FUNDING STRATEGY







## Center For Literacy

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



PROJECTS

“ 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

|   |
|---|
| <b>Broad Street Ministry</b><br>is a faith community that practices radical hospitality and works for a more just world through civic engagement.<br>BOARD DEVELOPMENT                                  |
| <b>Center For Literacy</b><br>helps a diverse population of learners meet their needs and achieve their personal and employment-related goals.<br>STRATEGIC PARTNERSHIPS AND COLLABORATIONS             |
| <b>Greater Philadelphia Cultural Alliance</b><br>leads and strengthens a diverse cultural sector that is making Philadelphia a world-class region in which to live, work, and play.<br>FUNDING STRATEGY |
| <b>La Comunidad Hispana</b><br>helps low-income residents stay healthy, build strong families, and lead productive lives by providing culturally welcoming services.<br>FUNDING STRATEGY                |
| <b>Maternity Care Coalition</b><br>improves maternal and child health and well-being through the collaborative efforts of individuals, families, providers, and communities.<br>STRATEGIC ALIGNMENT     |
| <b>Mercy Neighborhood Ministries</b><br>responds to the needs of those who are poor in North Philadelphia, especially women, children, and persons with special needs.<br>STRATEGIC ALIGNMENT           |

|   |
|---|
| <b>Mighty Writers</b><br>teaches children to think and write with clarity so they can achieve success at school, at work, and in life.<br>FUNDING STRATEGY  |
| <b>Nationalities Service Center</b><br>prepares and empowers immigrants and refugees to transcend challenging circumstances.<br>FUNDING STRATEGY  |
| <b>PathWays PA</b><br>helps low-income women, children, teens, and families achieve financial independence and family well-being.<br>FUNDING STRATEGY   |
| <b>Pennsylvania Assistive Technology Foundation</b><br>helps people with disabilities and older Pennsylvanians acquire the assistive technology devices and services that improve the quality of their lives.<br>FUNDING STRATEGY |
| <b>Women Against Abuse</b><br>provides compassionate services in a manner that fosters self-respect and independence in persons experiencing intimate partner violence.<br>FUNDING STRATEGY                                       |

GOVERNANCE

| GREATER PHILADELPHIA BOARD OF DIRECTORS*   |   |
|--|---|
| DEAN MILLER, <i>Board Chair</i><br>Philadelphia Alliance for Capital & Technologies (PACT)<br>The Wharton School | SUZANNE LAPORTE<br>Compass<br>Harvard Business School                       |
| ROBERT LEVIN, <i>Treasurer</i><br>CIS Ventures, LLC<br>Harvard Business School                                   | JULIE MANER<br>Kellogg School of Management                                 |
| MARISSA CHERIAN<br>Marissa Cherian LLC<br>The Wharton School   | BRENT MARTIN<br>The Four Seasons<br>Harvard Business School                 |
| JACK CROWLEY<br>Cohero Health  | DAN RHYNHART<br>Blank Rome LLP  |
| SHARON GALLAGHER<br>Sage Communications  | EILEEN RUBY<br>Columbia Business School                                     |
| TODD GIBBY<br>BoardEffect<br>The Wharton School  | BETH DAHLE, <i>ex officio</i><br>Executive Director<br>Compass Philadelphia |
| LEROY JONES<br>GSI Health, LLC<br>The Wharton School   |   |

\*Includes partner MBA and/or current employer.

“ The team members were very caring and respectful – and they have amazing experiences that made it possible for them to give us a plan that we respect and will implement. More to come!”

PENNSYLVANIA ASSISTIVE TECHNOLOGY FOUNDATION

# SPECIAL THANKS

## CORPORATE SPONSORS

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



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

Nationalities Service Center

## VOLUNTEER RECRUITMENT

*We appreciate volunteer recruitment support from the following:*

Accenture  
Blank Rome LLP  
Comcast  
Deloitte  
EY  
Firsttrust  
Mercer  
Morgan, Lewis & Bockius LLP  
Navigate  
PwC  
SEI  
Turnaround Management Association  
ZS Associates

## EVENT SPACE

*We appreciate space for our program events from the following:*

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

## 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:*

Connelly Foundation  
Dolfinger-McMahon Foundation  
Douty Foundation  
Falconhead Foundation  
Hassel Foundation  
Lubert Family Foundation  
MKM Foundation

## 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)  
Harvard Business School  
Johnson Graduate School of Management  
(Cornell University)  
Kellogg School of Management  
(Northwestern University)  
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)

Compass gratefully acknowledges the generous supporters who made our work with 11 Greater Philadelphia nonprofits possible in 2016-2017. Every donation to Compass stretches deep into the community, making high-level, pro bono consulting available to the Greater Philadelphia nonprofit community.

11

CLIENTS

9:1

EVERY DOLLAR DONATED  
EQUATES TO \$9 IN SERVICES

\$2,760,000

MARKET EQUIVALENT OF  
STRATEGIC CONSULTING  
PROVIDED BY VOLUNTEERS

# DONORS

## PATRONS

\$5,000 and above  
Todd and Lisa Gibby  
Green Street Fund  
LeRoy Jones  
Richard Sternhell

## LEADERSHIP CIRCLE

\$2,500-\$4,999  
Beth and David Dahle  
Danny Keyes\*  
Brent Martin and Cruz Velasco

## DIRECTOR'S CIRCLE

\$1,000-\$2,499  
James and Lynne Brown  
Marissa and Saj Cherian  
Jack Crowley  
Anthony Ibarguen  
Lauren Juszczuk\*  
Robert Levin  
Jon Lubert  
Stephen Zipf, Jr.

## SUPPORTERS

\$500-\$999  
Kashif and Lydia Chaudhry  
Matt Cuddy\*  
Charles and Courtney Ercole  
Sharon Gallagher  
Michelle Hong  
Amy Kelly\*  
Suzanne Laporte  
Steve Miceli\*  
Dean Miller  
Michele Molano\*  
Diane Moras\*  
Abe and Andie Morris  
Julie\* and Eric Orts  
Miguel Rilloraza  
Katie Shrader\*  
Elizabeth Tabas\*  
Connie Williams

## \$250-\$499

Stephen and Erica Barnes  
Marie Carroll\*  
James Dunn, Jr.  
Wendy Glazer  
Stephen Jannetta  
Marc and Jen Lederman  
Larry and Ronnie Margel  
Hans Mueller\*  
Dan Rhynhart  
Mathew Rotenberg\*  
Jacquie and Eric Stern

## \$100-\$249

Anne Randig Andres\*  
Daniel Avampato\*  
Tom Beane\*  
Ellan and Len Bernstein  
James Bullock

Bill Burnett\*  
Lily Cappelletti  
Kelly Cleborne\*  
Pamela Dixon  
Susan and Steven Dubow  
Lawana Dumas  
Greg Fischer\*  
Jaime Gusdorff  
David Harbaugh\*  
Brendan Harnett\*  
Ayanna Haskins\*  
Brendan Heck\*  
Barbara Jaffe\*  
Penny Joines\*  
Richard and Sharon Kollender  
Steve Laux\*  
Jenna Leibowitz\*  
Kristy Leong  
Lisa Loughney\*  
Karen and Neil Mara  
Michael Markulec\*  
Jonathan Martha\*  
Robert Martin\*  
Jim McKenzie\*  
Diane Menio  
Leslie Mitts\*  
Joe Mintz  
Robert Muse\*  
Judit Nagy-Eichelberger  
David Othmer\*  
Julie Pare\*  
Michelle Pujadas  
Barbara Rice\*  
Laurie Rosard\*  
Jay Rose  
Scott Sameroff\*  
Josh Strober\*  
Don Uber\*  
Metty Vithayathil  
Jen-Chin Wang  
Ian Waxman\*  
Mims Zabriskie\*

## Up to \$100

Anonymous  
Brigitte Addimando  
Harmeet Arora\*  
Laura Baker\*  
Jamie Barrett\*  
Ray Bordogna  
Ari Borthakur\*  
Megan Bouquet\*  
Lisa Britton\*  
Chenard Cherilus  
J.W. Clements\*  
Jonathan Connell\*  
Molly Crane\*  
Ken Davis\*  
Theresa DeSantis\*  
Cathy Dever\*  
Lisa Dutton\*  
Deborah Enea\*  
Fusun Erkul\*



# 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

Evelyn Eskin\*  
Tricia Handza  
Samian Kaur\*  
Namita Kalyan\*  
Clay Kohler\*  
Katy Lichtenstein\*  
Debra Loggia  
Wendy Ney Manley  
Joe McManimon\*  
Jackie Means\*  
Sonny Mendez\*  
Barbara Mihatov\*  
Jayneel Patel\*  
Meera Patel\*  
Michael Plunkett\*  
Michael Reed\*  
Ben Schimeneck\*  
Philip Schmoyer\*  
Vik Seoni\*  
Melissa Silva  
Aaron Spence\*  
Alex Tanker\*  
Puja Thaker\*  
Jose Vega  
Mike Viola\*  
Chris Wigoda\*  
Inna Zaltsman\*  
Jillian Zvolensky\*

**UMBRELLA GOLF CONTRIBUTORS**  
Compass was thrilled to be selected as a beneficiary of the annual Umbrella Memorial Golf Outing, held October 12, 2016, at Gulph Mills Golf Club. For the 50th Anniversary of the event, guests selected which charity they would support. We are grateful to the participants who chose Compass and raised over \$2,500.

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

*\*denotes 2016-17 volunteer*

**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 Cappelletti

**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



■ Arts and Culture: 1  
■ Children and Youth: 1  
■ Disability Service: 1  
■ Domestic Violence: 1  
■ Education: 2  
■ Healthcare: 1  
■ Human Services: 4

“ 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

|   |  |
|---|--|
| <p><b>Lisa Loughney, Project Leader</b><br/> <b>Katy Lichtenstein, Deputy Project Leader</b><br/> Karen Cieslewicz, Lisa Dutton, Jim McKenzie, Barbara Mihatov, Omar Mitchell, Puja Thaker, Vik Seoni, Aaron Spence</p>             | <p><b>Chris Wigoda, Project Leader</b><br/> <b>Zeke Lim, Deputy Project Leader</b><br/> Molly Crane, Brendan Heck, Clay Kohler, Steve Miceli, Lucy Potts, Miguel Rilloraza, Elizabeth Tabas</p>            |
| <p><b>Jonathan Connell, Co-Project Leader</b><br/> <b>Namita Kalyan, Co-Project Leader</b><br/> Eric Heisler, Barbara Jaffe, Joe McManimon, Julie Orts, Mat Rotenberg, Barbara Rice</p>   | <p><b>Jayneel Patel, Project Leader</b><br/> <b>Scott Sameroff, Deputy Project Leader</b><br/> Laura Baker, Ken Davis, Cathy Dever, Fusun Erkul, Michael Markulec, Sonny Mendez, Meera Patel</p>           |
| <p><b>Anne Andres, Project Leader</b><br/> <b>Alex Tanker, Deputy Project Leader</b><br/> Ari Borthakur, Marie Carroll, Bob Martin, Jacqueline Means, Robb Muse, Anne Thiemele, Inna Zaltsman</p>                                   | <p><b>Harmeet Arora, Project Leader</b><br/> <b>Katie Shrader, Deputy Project Leader</b><br/> JW Clements, Penny Joines, Holly Means, Diane Moras, Josh Strober, Ashley Zacca</p>                          |
| <p><b>Mike Viola, Project Leader</b><br/> <b>Brendan Harnett, Deputy Project Leader</b><br/> Jamie Barrett, Tom Beane, Megan Bouquet, Deborah Enea, Amy Kelly, David Othmer, Don Uber</p>   | <p><b>Steve Laux, Project Leader</b><br/> <b>Matt Cuddy, Deputy Project Leader</b><br/> Samian Kaur, Michael Plunkett, Philip Schmoyer, Michael Stinson, Michael Reed, Haifeng (Roger) Wang, YinYin Yu</p> |
| <p><b>Ian Waxman, Project Leader</b><br/> <b>Danny Keyes, Deputy Project Leader</b><br/> Lisa Britton, Evelyn Eskin, Danielle Haakmat, David Harbaugh, Julie Pare, Laurie Rosard, Joy Sardinsky</p>                                 | <p><b>Leslie Mitts, Project Leader</b><br/> Bill Burnett, Kelly Cleborne, Marc Gutstein, Ayanna Haskins, Hans Mueller, Jake Riley, Jillian Zvolensky</p>   |
| <p><b>Michele Molano, Project Leader</b><br/> <b>Jenna Leibowitz, Deputy Project Leader</b><br/> Daniel Avampato, Greg Fischer, Lauren Juszczuk, Debra Lytle, Jonathan Martha, Ben Schimeneck, Christine Seaman, Mims Zabriskie</p> |  |

Anne Andres, Jack Crowley, Lawana Dumas, Todd Gibby, Dean Miller, Judit Nagy-Eichelberger, Julie Orts, David Othmer, Julie Pare, Michael Plunkett, Jay Rose, Jose Vega, Richard Sternhell, and Stephen Zipf, Jr.

Lawana Dumas, Lee Jones, Rob Levin, Jay Rose, Richard Sternhell, and Stephen Zipf, Jr.

Lawana Dumas, Lee Jones, Rob Levin, Jay Rose

Lawana Dumas, Jaime Gusdorff, Lee Jones, Rob Levin, Dean Miller, Judit Nagy-Eichelberger, David Othmer, Jay Rose, Richard Sternhell, Stephen Zipf, Jr.

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

Greater Philadelphia Cultural Alliance  
La Comunidad Hispana  
Mercy Neighborhood Ministries of Philadelphia  
Nationalities Service Center

- And special thanks to:*
- *Mathew Rotenberg for coordinating pro bono services and serving as liaison as Blank Rome*
  - *Colby Smith for coordinating pro bono services at Morgan, Lewis & Bockius*
  - *Anne Andres and Matt Cuddy for their leadership of the Volunteer Contest*

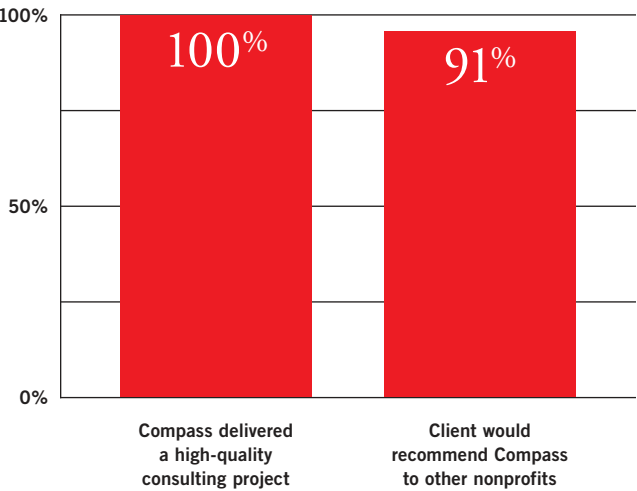
*We would like to wish the best of luck to our volunteers who plan to enroll in MBA programs this fall.*

## Clients 2013-2017

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 OIC  
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

## Client Satisfaction

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



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

BROAD STREET MINISTRY



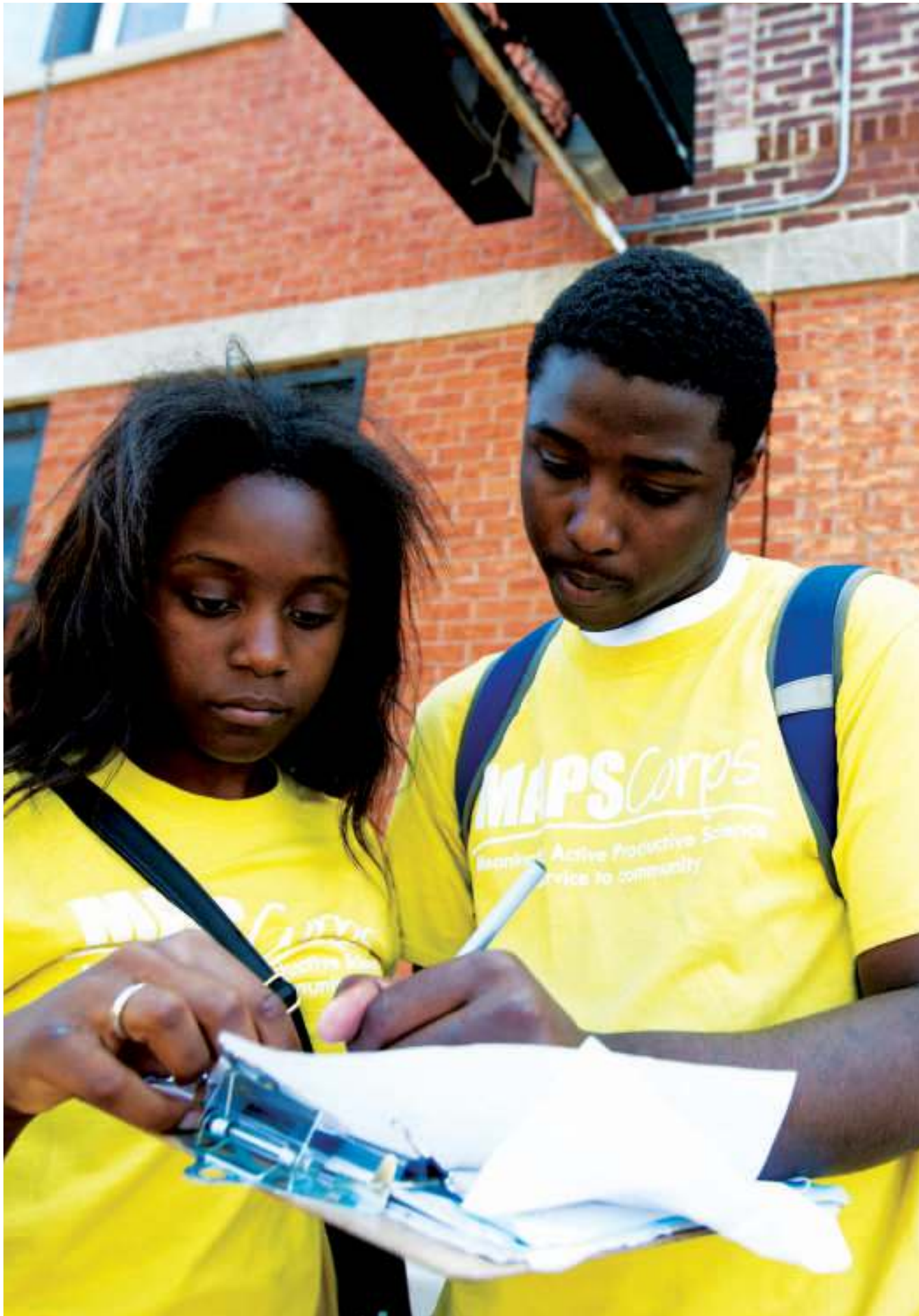
## CHICAGO PROGRAM

“ 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

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

FUNDING STRATEGY







## BUILD

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





# PROJECTS

GREATER CHICAGO PROGRAM

## Apna Ghar

provides holistic services and conducts advocacy across immigrant communities in the metro Chicago area to end gender violence.

STRATEGIC ALIGNMENT

## BUILD

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

BOARD DEVELOPMENT

## Healthy Schools Campaign

advocates for policies and practices that allow all students, teachers, and staff to learn and work in a healthy school environment.

FUNDING STRATEGY

## Illinois Joining Forces

works to help service members, veterans, and their families identify and marshal resources and services available to them throughout Illinois.

STRATEGIC ALIGNMENT

## MAPSCorps

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

FUNDING STRATEGY

## MetroSquash

engages underserved Chicago youth through academic support, squash, wellness, and mentoring to develop students to their full potential.

STRATEGIC ALIGNMENT

## The Resurrection Project

builds relationships and challenges individuals to act on their faith and values by creating community ownership, building community wealth, and serving as stewards of community assets.

STRATEGIC ALIGNMENT

“ 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

# SPECIAL THANKS

# DONORS

CHICAGO BOARD OF DIRECTORS\*

HOWARD KATZ, *Chair*  
The HAVI Group, LP  
Kellogg School of Management

MATTHEW BURNHAM  
Kamylon Capital  
Kellogg School of Management

STUART B. FRANKEL  
Narrative Science

ARNITA CURTIS  
Sprout Social  
MIT Sloan School of Management

MICHAEL HUMENANSKY  
City 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.*

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)

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.

7

CLIENTS

9:1

EVERY DOLLAR DONATED  
EQUATES TO \$9 IN SERVICES

\$764,000

MARKET EQUIVALENT OF  
STRATEGIC CONSULTING  
PROVIDED BY VOLUNTEERS

**BENEFACTORS**  
\$10,000 and above  
John DeBlasio

**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

**LEADERSHIP CIRCLE**  
\$2,500-\$4,999  
Scott Attar  
Kitty Rothschild

**DIRECTOR’S CIRCLE**  
\$1,000-\$2,499  
Michael Humenansky  
Peter Lindau

**SUPPORTERS**  
\$500-\$999  
Arnita Curtis  
Suzanne Laporte

\$250-499  
Matt Fisher

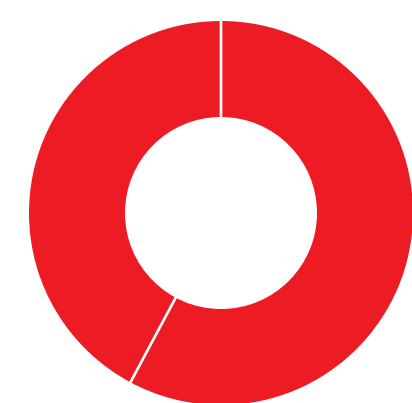
\$100-\$249  
Mohammed Dhedhi\*  
William Landwehr\*  
Melissa Lapica\*  
Chris Mayerfeld\*  
Kelly Meissner\*  
Sanjay Murthy\*  
Tracey Pavlishin\*  
Katherine Price\*  
Shiven Shah\*

Up to \$100  
Melanie Angers\*  
Bernie Bakalar\*  
AJ Chatterjee\*  
Eduardo Cisneros\*  
Ashley Daniels\*  
Kate Dempsey\*  
Elizabeth Diebolt\*  
Kevin Dundek\*  
George Fogel\*  
Bill Hannay\*  
Bill Houston\*  
Romana Khan\*  
Erin Laser\*  
Vivek Mehta\*  
Shawna Mehta\*  
Leo Mindyuk\*  
Rene Poellinetz\*  
Lauren Raouf\*  
Sally Sachar\*  
Justine Shiou\*  
John Weisz\*  
Ben Wood\*  
Jessica Yen\*

*\*denotes 2016-17 volunteer*



# Issue Area Distribution



■ Children and Youth: 4  
■ Human Services: 3

# VOLUNTEERS

## 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 Belshe, Jenn Boldt, Kevin Dundek, Kent Fredrickson, Bill Hannay

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

**MetroSquash**  
**Melissa Lapica, Project Leader**  
Luis Bendana, Elizabeth Diebolt, Jerel Keels, Shawna Mehta, Sanjay Murthy, Katie Suarez

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

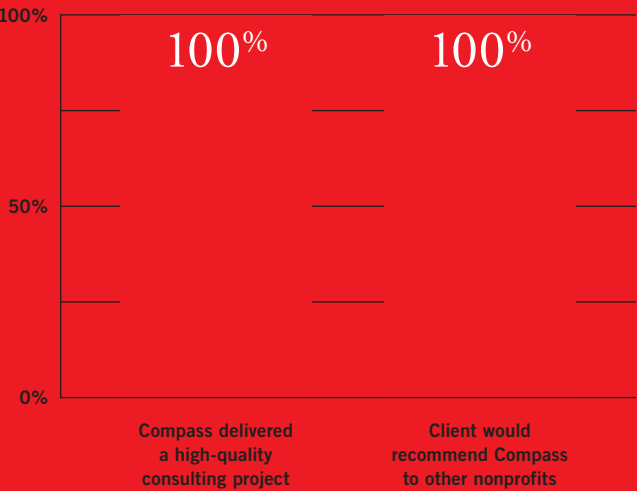
Thank you to everyone who participated in Chicago's first Volunteer Contest. We also want to acknowledge the Project Team that reached 100% participation in the Volunteer Contest:

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.*

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



“ 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.



(Above) Suzanne Laporte, Compass President, with Past Board Chairs (from left to right) Julie Maner, Cathy Bernasek, Cassandra Hanley, Hilary Joel, and Melissa Williams



(Right, Top) Richard Marriott, Guest Speaker



(Right, Bottom) Crowd enjoying celebration



INDIVIDUAL SPONSORS

PLATINUM LEVEL

\$10,000 and above

Cathy and Brian Bernasek  
Danielle Lambert and Tony Fadell  
Green Street Donor Fund  
Praveen and Kaili Jeyarajah  
Julie and Andy Maner  
Sharon Marcil and Tom Monahan  
Steve and Marcy Trowern

GOLD LEVEL

\$5,000-\$9,999

Mary Stuart McCamy  
Sally Sloan and Tom Hentoff  
Mohamed Kande  
Lucretia and Bob Risoleo  
Hallie and Chip Smith

SILVER LEVEL

\$2,500-\$4,999

John and Ali Collins  
Todd and Lisa Gibby  
Hilary and Alex Joel  
Alyssa and Nick Lovegrove  
Nalini and Chris Rogers  
Pete Slone  
Melissa Williams  
Linda and Bob Youngentob  
Jeff and Mary Zients

BRONZE LEVEL

\$1,000-\$2,499

Diane and Jim Bankoff  
Wes and Jessica Biellig  
Carol and John Boochever  
Katherine and David Bradley  
Margery Cunningham  
Hurley and Deborah Doddy  
Rich Dumais  
Amy and Jonathan Gleklen  
Anne and Scott Hefter  
Jeff Kass  
Ruth and Sid Lapidus  
Erik and Katie Linn  
Laurie MacNamara and  
Bill Hendrickson  
Karen Barker and George Marcou  
Alan and Amy Meltzer  
Naomi Mermin  
Liz and Rob Norton  
Nick and Trinity Reding  
Ian Cameron and The Honorable  
Susan Rice  
Nell and Ed Shapiro  
Pete Smith and Marcia Marsh  
Cassandra Hanley and Marc Sumerlin  
Robert and Carole Winter

CONTRIBUTORS

\$500-\$999

Susie and Michael Barnello  
Sally Gail Bloomberg  
Phyllis and Barry Caldwell  
Nancy-Ann and Jason DeParle  
Dante Disparte  
Joel and Gloria Koenig  
Robert Welp and Carmel Martin  
Jennifer Price  
Michael Kirschbaum and Gina Price  
Victoria and Tom Rollins  
Jane Slatter and Richard Klingler  
Frank Williams

\$250-\$499

Lisa Benjamin  
Henry and Carole Berman  
Barbara Burr  
April Richard and Giles Coates  
Michelle Grace and Henricus  
van Duijnhoven  
Valerie Green  
Margaret and Carter Griffin  
Lisa and Murry Gunty  
Lauren and Chris Mead  
Jeannie and Robert Musslewhite  
John Oberdorfer  
Meghan Park  
Casey and Nick Seidenberg  
Adam and Ellen Spiegel  
John Kammeier and Skip Sroka  
Dana and Dan Stirk  
Betsy Karmin and Manny Strauss  
Duane G. Vieth  
Lindsay and Walker White  
Ari Zentner and Kathryn Greenberg

\$100-\$249

Peggy Brady  
Jane Cohen  
Lisa and Rich Dougherty  
Beth and John Dugan  
Christopher Sperl and  
Christopher Erckert  
Dave Evans and Deanne Ottaviano  
David and Jo Felsenthal  
Lois and Michael Fingerhut  
Peter Forbes  
Stephen Fuzesi  
Husnal and Micky Gill  
Raymond Godleski  
Amy and Joseph Grantham  
Wendy and Dave Gualtieri  
Shari Hubert  
Gail Jacobs  
Suzanna Kang  
Tricia and Ed Karppi  
Georgia Katinas

Heather Kaye  
Patricia Langan and James Figetakis  
Eve and William Lilley  
Lisa and Frank McAuliffe  
Dorothy and Bill McSweeney  
James Norman  
Lara Oerter  
Cuneyt and Margot Oge  
Brad and Courtney Rose  
Scott Schenkelberg  
Linda Willard

SUPPORTERS

Up to \$100

Erin Loubier and Stephen Bennett  
Whitney Debevoise  
Ralph Cunningham  
Anne and Michael Hanson  
Robert and Phil Horton  
Sarah and Robert Kasten  
William Marcoux  
Brett Northfield

CORPORATE SPONSORS

PLATINUM LEVEL

Booz | Allen | Hamilton

GOLD LEVEL



SILVER LEVEL



BRONZE LEVEL

Anonymous  
Boston Consulting Group  
Gelman, Rosenberg and Freedman  
Glover Park Group  
Hogan Lovells  
McKesson

CORPORATE CONTRIBUTOR

BoardEffect  
Burness

FRIEND OF COMPASS

The Meltzer Group

15

ERN BLACKWELDER FUND FOR NONPROFIT MERGERS

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.

Compass 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.



DONORS

PLATINUM LEVEL

Ernest Blackwelder and Sheila Hennessey

GOLD LEVEL

Arne and Ruth Sorenson

SILVER LEVEL

Hope Gleicher and Andy Burness  
KOYA Leadership Partners  
Melissa Williams  
Polly Vail and Mark Walsh

BRONZE LEVEL

Alice and Thomas Hennessey  
Scott and Susan Puritz  
Barry Reynolds  
Burgess Levin and Mary Saily  
Paul and Valerie Singer  
Tom Tierney  
Stanley Weiss

CONTRIBUTOR

Susan Baron  
Gus Bessalel and Amena Ali  
Jeff and Kristin Bradach  
Eileen and Derek Coen  
Blair Levin and Patty Friedman  
Ellie Goebel  
Carter and Jackie Roberts  
Linda Potter and Timothy Shriver  
Michael Hogan and Belinda Whitmore  
Sarah Blackwelder and Dean Williams  
Van Alan and Shelley Yeutter

(Left) Ern Blackwelder with his wife Sheila Hennessey and Compass Board Member Polly Vail and Advisory Board Member Mark Walsh

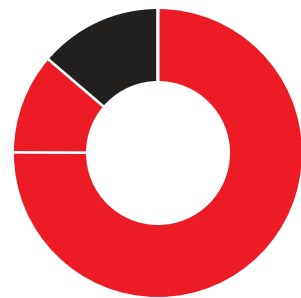
# FINANCIALS



REVENUE

- Individuals  
21.3% | \$265,686
- 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

# COMPASS STAFF

## COMPASS NATIONAL

SUZANNE B. LAPORTE  
President

SALLY SLOAN  
Chief Financial Officer

NICOLE MAJESTIC  
Deputy Development Director

WENDY GUALTIERI  
Chief of Staff

EVELYN LAURENCIN  
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

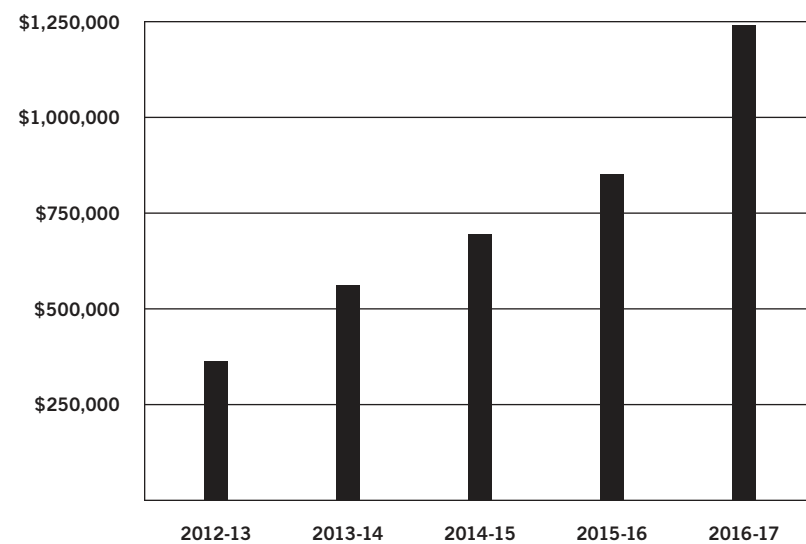
BETH DAHLE  
Executive Director

TRICIA HANDZA  
Program Manager

## CHICAGO

JULIE WALTHER  
Executive Director

REVENUE GROWTH: 2012-2017



“ 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



# COMPASS

1720 N Street, NW  
Washington, DC 20036  
202.629.2354

451 Moreno Road  
Wynnewood, PA 19096  
610.745.3223

1841 West Greenleaf  
Chicago, IL 60626  
773.733.0975

[WWW.COMPASSPROBONO.ORG](http://WWW.COMPASSPROBONO.ORG)