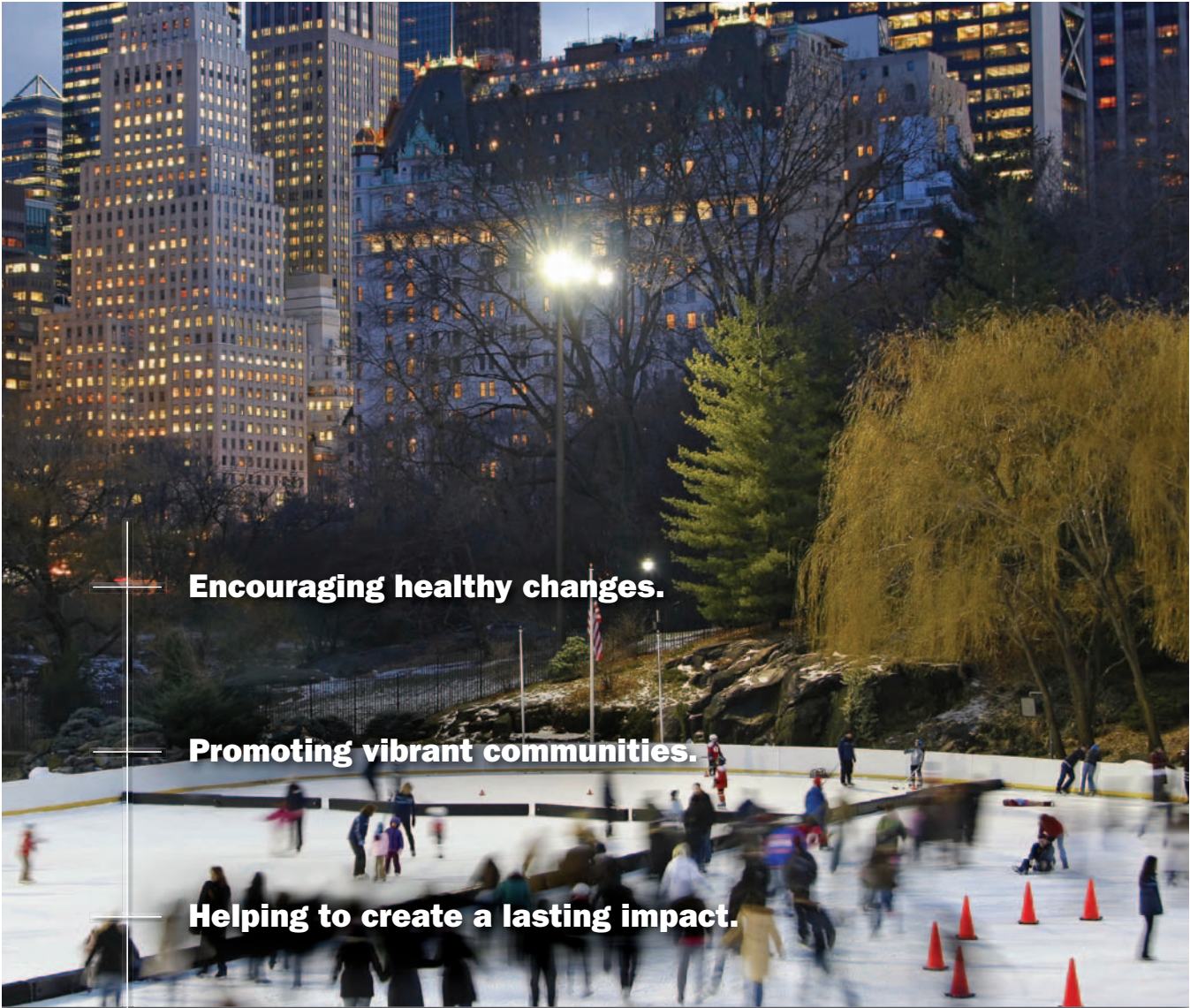


# 10 Year Retrospective

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**Encouraging healthy changes.**

**Promoting vibrant communities.**

**Helping to create a lasting impact.**

**Ready for what's next.** A community is more than just a place to live and work. It's a place where people connect, children grow, and families thrive. It's where cultures are shared and diversity is celebrated. Booz Allen Hamilton partners with nonprofits addressing critical community needs related to the environment, health, human services, youth, veterans, education, and the arts. We empower our employees to turn their personal passions into community action. Booz Allen congratulates Compass on their 10th anniversary of helping the Greater Washington nonprofit community be ready for what's next.

[www.boozallen.com/community](http://www.boozallen.com/community)

**Booz | Allen | Hamilton**

delivering results that endure

# 10 Years: 2001-2011

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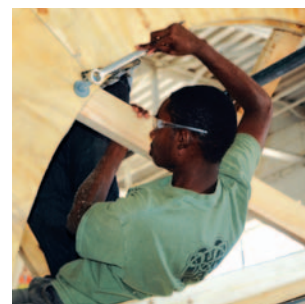
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# Moments in Time

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## There's a reason people celebrate birthdays, anniversaries and reunions.

These moments in time provide an opportunity to stop and reflect on the time that has passed, and to consider and dream about the time that's ahead. In preparing to celebrate a decade of service to the Greater Washington community, we have had the pleasure of connecting, reconnecting and thinking about the people who did and do make Compass Compass.

Compass' founding is almost a legend by now. In the summer of 2001, Ern Blackwelder, Gus Bessalel and Melissa Williams, all Harvard MBAs, started talking about engaging fellow alumni in volunteer consulting for local nonprofits. They scheduled the first meeting for September 15, and in the time between talking and meeting, the world changed. Either in spite of or because of September 11, the idea for Compass gained momentum. Five volunteers that first year became Compass' founding board members: Ern, Melissa, Gus, Hilary Joel, and Burgess Levin.

Incredibly, since that time 10 years ago, over 1,000 Compass volunteers have worked on 156 pro bono consulting projects for nonprofits.

We refer to the early years of Compass as the kitchen table years, because Compass was literally operating out of Melissa's kitchen. And like those early years when everyone knew everyone else, and despite the tremendous growth we've experienced since then, Compass remains a personal organization. Deputy Project Leaders have dinner at my home once a year. Project Leaders have dinner at my board chair's home. All volunteers are invited to potlucks at the homes of Compass board members. We spend nine months getting to know our clients really well. So when I sat down to write this message, I couldn't write from the organization's perspective. This letter is from me.

Compass is and always will be its people. Everyone listed in this Retrospective has had a hand in our success. There are people I call on when a need arises, and they always say "yes" (the Jules, Craigs, Nowells, Sasans, John Nolans, among so many others). There are the clients who always agree to speak or be interviewed on our behalf... yet again (the Robs, Judiths, Veronicas, Shannons, Lindseys, among so many others). Compass board members have always been our greatest supporters, talking about Compass to spouses, friends, employers, and neighbors. And while there really are too many people who've gone above and beyond to name individually, I hope you'll indulge me as I take this moment to thank just a few:

Cathy – Thank you for helping us work magic for our 10th anniversary celebration.

Melissa – Your positive, can-do attitude still inspires me.

Hilary – You taught me the ropes, and continue to astonish me with your commitment to this organization.

Karen – You have always stepped in exactly when I needed you, and you always knew without my asking.

Judy and Josh – We wouldn't be here today without you.

Georgia – You are, without a doubt, the best decision I've made at Compass. I'm so lucky to work with you every day!

Corinne and Sally – Thank you for seeing what I see.

Cassandra – Thank you for believing in Compass, and for giving in so many ways.





---

Over the past 10 years, we've experienced the thrills and pains of growing up. We had to answer tough questions: "Do we want to be an MBA-based organization? Yes." "Should we charge clients? No." We had to accept the consequences of moving beyond our comfort zone so we could increase our impact – becoming an independent nonprofit organization... transitioning from a working board to a governing board... and, of course, fundraising.

Last year, we delivered on all of the goals in our first strategic plan a year early. Now we are in the midst of developing a new strategic plan. It's such an interesting place – between the past and the future. I took the job at Compass because of the possibilities. They remain limitless. As we move into the future and test those limits, I hope all of you will be on our side, in our corner, and have our backs. This is our moment.

To everyone who's been along for any or all of the ride, thank you! I'm in awe of the volunteers, clients, donors, foundations and partners who have made our work possible.

Finally, the only names missing in this report are those of my sons – George, Michael and Christopher, who graciously share me with Compass. They put up with some evenings out (it's a training; an orientation; a board meeting; a celebration; a dinner; I'm meeting with...). They know the look I sometimes get on the weekends (I just have one thing to do...Just one email to send...I just remembered one thing...I won't be long...dinner?). They have stamped, stuffed, and labeled. They have listened to my stories and been subjects for my newsletters. They have never complained while I do what I love.

So when people ask me why I love Compass, for so many reasons the answer is easy – it's personal.

**SUZANNE LAPORTE**  
*Executive Director*



**Left to right:** Suzanne Laporte, Executive Director, and Cassandra Hanley, Board Chair



# How We Got Here

---

*Two visionaries, Melissa Williams and Reggie Van Lee, helped launch Compass and ensure its success over the past 10 years and as the organization enters its second decade in November 2011.*

## MOVING A GREAT IDEA AHEAD

The idea for Compass had been percolating since I arrived in Washington, D.C., in 2000 from San Francisco; it was modeled after an organization in the Bay Area that matched business school graduates with nonprofits.

Then September 11 occurred. It was a time in this country and in the Washington region when people were looking for meaningful ways to contribute to the community. Ours was a concept that resonated with people we spoke with who embraced the idea of skills-based volunteering. Compass started as a project of Harvard Business School graduates but interest quickly spread to other alumni groups and MBAs who saw this as an opportunity to have an impact in the community. At the heart of Compass from the beginning were three values: integrity, quality and reliability. We do what we say we are going to do, ultimately touching hundreds of charities and volunteers and thousands of lives. Perhaps the greatest lesson of all is that when you expect great things, great things will happen.



### MELISSA WILLIAMS

*Co-Founder and Founding Director*  
Compass



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## CREATING A LASTING PARTNERSHIP

Ten years ago, we were partnering with Harvard in the field of Corporate Social Responsibility and connected with several D.C.-based leaders who founded Compass as a way for local MBAs to give back to the community after the September 11 terrorist attacks.

We quickly realized that we shared the same goals of engaging with the broader community and giving back, leveraging our education and professional experience for the benefit of our community. At Booz Allen Hamilton, we believe in big hearts and big minds. Our people are self-motivated to make a difference in the professional sphere *and* in the community in which they live. Compass lets us do that. Today, at least 50 staff members each year serve as Compass volunteers. The skills and experience that make our staff valuable to industry and to the economy are the same skills that make them valuable to Compass clients. In addition to the opportunity to make a difference, our staff gain benefit in that Compass allows us to punch above our weight class – to stretch, learn, innovate and ultimately grow through challenging and rewarding assignments.



### REGGIE VAN LEE

*Executive Vice President*  
Booz Allen Hamilton



# What We Do

---

*Compass works with nonprofits across issue areas, including education, housing and homelessness, children and youth, domestic violence, adoption, arts and culture, loss and healing, senior services, job training and literacy.*

**“Urban Alliance has been providing workforce training, paid internships and support for low-income youth in Washington, D.C. and Baltimore since 1996. The organization was ready to move beyond the founder’s stage of the nonprofit lifespan and enter a new season.**

We had the right staff in place, the right programs in place. But there were gaps in our board. The Compass team researched best practices, rewrote board policy, recruited new board members and helped the existing board transition through the changes. Today, half our board is new and includes valuable contacts for the youth we serve. The Compass team offered a fresh perspective informed by their experience in the business world, but they were never pretentious. If anything their message to us was: ‘Let’s work together as partners.’”

**VERONICA NOLAN**

*Executive Director*

Urban Alliance

Compass Client, 2002-2003 and 2007-2008



**Left:** Urban Alliance empowers under-resourced youth to succeed through internships, training, and mentoring.







**Above:** WMSG provides a caring and safe environment for young girls living in an under-served urban area.

**“We were a charismatic organization that got swept up in our early years and tremendous growth. We had so much energy and passion for serving under-served girls in Anacostia. However, we paid less attention to structures and processes.**

At, first, we were surprised that the Compass team honed in on our Board of Trustees. On the other hand, the team offered a different perspective – one that revealed that we didn’t have necessary procedures in place to sustain us over the long term. They were right on target. Expectations were articulated, routines created and charters written that described the role of each Board committee. Today, the Washington Middle School for Girls Board of Trustees keeps me on my toes and holds me accountable. Thanks to Compass, ours is a story of both growth *and* stability.”

**SISTER MARY BOURDON**

*Executive Director*

Washington Middle School for Girls

Compass Client, 2008-2009



## “The Children’s Law Center turned to Compass to help plan for a period of rapid growth.

We went from serving 30 children to 500 in a short time – from nine to 55 staff in three years. Practically overnight, I was leading the largest legal services organization in the District and the only one providing comprehensive representation specifically on behalf of at-risk children. Recognizing that I was doing the job of two people, Compass

recommended I hire a COO. The best person for the job turned out to be one of our Compass Team members. Compass taught me many things, from learning how to invest authority in my senior staff to the importance of communicating with staff about the many changes. Biggest bonus: a team member continues to provide pro bono coaching and has become a major donor. Today, 1,200 at-risk DC children each year are given a solid foundation of family, health and education thanks to Compass.”

### JUDITH SANDALOW

*Executive Director*

Children’s Law Center

Compass Client, 2003-2004



**Left:** Children’s Law Center provides legal services to at-risk children and their families.

“What can we do to help? That is the question Compass volunteers asked in the days following September 11, 2001. At the time, the volunteers and staff of the American Red Cross were focused on supporting survivors, other emergency workers and the community in the wake of the Pentagon terrorist attack while also dealing with seasonal

flooding, an anthrax attack and a deadly tornado that touched down in College Park, Maryland. We were stretched, to say the least. The Compass team of Harvard MBAs knew how to get things done. Together we determined a need for materials to help nonprofits and small businesses prepare for future emergencies. Compass developed an emergency preparedness toolkit that was easy to use and attractive. The content has since been updated and made broadly available. I still have the original toolkit in my office as a daily reminder of Compass’ contribution to our region’s emergency preparedness efforts.”

### LINDA MATHES

*Chief Executive Officer*

American Red Cross of the National Capital Region

Compass Client, 2001-2002



**Left:** The American Red Cross helps our community prevent, prepare for and respond to disasters.







**Above:** theatreWashington promotes, represents and supports Washington area theatres, artists and audiences.

**“When we applied for our first Compass grant in 2009, we had 25 years of strong leadership, credibility, and integrity behind us – and enormous challenges looming.**

To begin, our name served us well for a long time, but then only reflected 1/12th of what we did. We needed Compass’ help to understand who we were and what our constituents needed for the future. In the first year, Compass evaluated our strengths and challenges. By the end of the second year, we had a new name, new governance structure, new programming ideas, and a plan for new infrastructure. Compass literally helped guide every aspect of our organization. Volunteerism is one thing, but never have I experienced such a level of commitment and dedication. As a community, we rarely see that level of ownership and pride. You can’t buy that. These are relationships that will be part of this organization forever.”

**LINDA LEVY GROSSMAN**

*President and Chief Executive Officer*

*theatreWashington*

*Compass Client, 2009-2010 and 2010-2011*





# Who We Are

---

*Compass brings together hundreds of business professionals with diverse backgrounds and experiences to serve Greater Washington nonprofits every year.*

**“After retiring from a long career at the U.S. Postal Service – most recently as Deputy Postmaster General – I picked up a book called *Finishing Well*, which inspired me to think about ‘the career after my career.’**

Two things were a given. I knew I would volunteer. And I knew I was attracted to board development work as a way to help organizations achieve their goals. A lot of boards are not as intentional as they should be. That’s where the Compass team comes in. We are another set of eyes and ears. We’re good listeners. Our time-proven methods help ensure project success at all levels – a positive experience for volunteers and high-impact for the nonprofit client. You see a lot of growth along the way. I find that very rewarding and it keeps me coming back.”

## **JOHN NOLAN**

*Project Leader, Hispanic Committee of Virginia, 2006-2007, Wesley Housing, 2007-2008, and Treatment and Learning Centers, 2009-2010*



***Wesley Housing provides affordable housing and supportive services.***  
**Left to right:** Shelley Murphy, President and CEO, Wesley Housing, and John Nolan, Project Leader for Wesley Housing





*NCRC provides preschool education and is committed to the inclusion of children with special needs.*

**Above:** Moses Esema, Team Member, National Child Research Center

**“I learned about Compass through Booz Allen Hamilton – my first full-time job after earning an undergraduate degree from the University of Pennsylvania’s Wharton School of Business.**

At 22, I was probably one of the youngest volunteers to take advantage of this opportunity. One of the things I liked best was working side-by-side with men and women from diverse backgrounds who were at different points in their careers. Some were just starting out, while others were winding down. Team members had different skill sets, but shared a common commitment to public service. As I head off to earn a joint degree in public policy and business from Harvard Business School and Harvard’s Kennedy School, whatever my future holds, I am certain to make time to address the social needs in our community.”

#### **MOSES ESEMA**

*Team Member, National Child Research Center, 2009-2010, and Northern Virginia AHEC, 2010-2011*







*Vehicles for Change awards cars to people in need.*

**Left to right:** Fabian Rosado, Compass Project Leader and Vehicles for Change board member; Randy Shingler, Vehicles for Change board member; Kenneth Umansky, Vehicles for Change board member. **Background (green shirt):** Martin Schwartz, President of Vehicles for Change

## **“In the past eight years, I’ve worn every hat there is to wear at Compass – from Team Member to Project Leader to serving on the Compass Board.**

You could call me the organization’s unofficial ambassador. In 2004, I helped convince my employer, Booz Allen Hamilton, to partner with Compass. Recognizing the value in Compass’s lasting impact in this region, Booz Allen has been a corporate sponsor and leading champion ever since, providing Compass with generous financial support and dozens of volunteers. For a young consultant just starting, it’s a great way to stretch and learn. Take it from me. After serving as Project Leader for Vehicles for Change, I was invited to join that organization’s board. It was the ultimate compliment.”

### **FABIAN ROSADO**

*Team Member, Latin American Youth Center, 2003-2004, National Building Museum, 2004-2005; Project Leader, Vehicles for Change, 2005-2006; and Compass Board Member, 2006-2010*





**“Here’s what I love about Compass: the project, which itself is transformational, is just the beginning. Your impact is felt for years afterward.**

With Identity, we learned that many prospective donors were not connecting with their mission statement, which was an ‘aha’ moment. After updating it, coupled with our other recommendations, Identity has nearly doubled its revenues. With Brain Injury Services, the recommendations, including hiring a development director, changed the direction of not just their funding strategy, but also their entire strategic plan. What is most satisfying about working with Compass is that your time and talents become enduring investments which are multiplied. My contribution doesn’t just touch the life of one person – it touches the lives of all the people and causes served by our nonprofit clients.”

**SUSAN PARK**

*Project Leader, Identity, 2007-2008, Brain Injury Services, 2008-2009; Project Advisor, 2009-2010; and Compass Board Member, 2010-2011*



*Identity provides programs for Latino youth.*

**Left to right:** Diego Uriburu, Executive Director, Identity, Inc., and Susan Park, Project Leader for Identity

**“I had just started a job as Associate Vice President for Finance at Catholic University and found myself, for the first time in years, with the flexibility to volunteer my time.**

I had worked for a long time in the private sector and had a desire to get to know the District, its nonprofits and people. Compass provided that opportunity. Somewhat to my surprise, I was asked to be a Project Leader. Looking back, Compass must have seen something in me that I didn’t see in myself, and knew I would be well supported by my team and other Project Leaders. Not long ago, I was asked: “When is the last time you did something for the first time?” Compass provided me with so many firsts: The first time I had a significant impact on a D.C.-based nonprofit organization, the first time I provided guidance to a nonprofit board, and of course the first time I worked with Compass. But certainly not the last.”

**RACHEL BATTLES**

*Project Leader, Black Student Fund, 2010-2011*

*The Black Student Fund provides scholarships and essential support to black students from low to modest income households.*  
**Left to right:** Jeanie Collins Carr, Executive Director, Black Student Fund, and Rachel Battles, Project Leader for Black Student Fund



# Why We Do It



**Clockwise from top left:** Anacostia Watershed Society, Synetic Theater, The Barker Foundation, Main Street Child Development Center







Above: National Building Museum







**Clockwise from top:** Center for Inspired Teaching, Annapolis Symphony Orchestra, Yellow Ribbon Fund





Clockwise from top left: Child & Family Network Centers, Senior Services of Alexandria, Ivymount School





# Compass Clients

## 2001

American Red Cross of the National Capital Region  
B.E.L.L. Foundation  
City Year Washington, DC  
Living Classrooms (formerly Discovery Creek Children's Museum)  
Winrock (formerly Environmental Resources Trust)

## 2002

American Red Cross of the National Capital Region  
BAPA's Imagination Stage  
For Love of Children  
Urban Alliance  
Washington Regional Association of Grantmakers  
Winrock (formerly Environmental Resources Trust)

## 2003

Audubon Naturalist Society  
Bread for the City  
Capital Area Food Bank  
City Year Washington DC  
Habitat for Humanity of Northern Virginia  
Latin American Youth Center  
So Others Might Eat (SOME)  
Washington Literacy Council  
Workforce Organization for Regional Collaboration  
YWCA of the National Capital Area

## 2004

Carlos Rosario International Public Charter School  
Children's Law Center  
Family and Child Services of Washington, DC  
For Love of Children  
Ivymount School  
Kidsave International  
National Building Museum  
So Others Might Eat (SOME)  
The Theatre Lab  
Two Rivers Public Charter School  
Washington Area Community Investment Fund  
Washington Performing Arts Society (WPAS)  
Yachad, Inc.  
YMCA of Metropolitan Washington

## 2005

Alexandria Seaport Foundation  
Campagna Center  
Center for Inspired Teaching  
Corcoran Gallery of Art  
Hispanic Committee of Virginia  
Miriam's Kitchen

National Family Caregivers Association  
River School  
STRIVE DC  
Vehicles for Change  
Washington Area Community Investment Fund  
YMCA of the National Region

## 2006

Boys & Girls Clubs of Greater Washington  
Children's Inn at NIH  
Good Shepherd Housing and Family Services  
Hispanic Committee of Virginia  
Hopkins House  
Imagination Stage  
JSSA (Jewish Social Service Agency)  
National Women's History Museum  
Northern Virginia Area Health Education Center  
River School  
Ronald McDonald House  
Samaritan Inn  
Washington Performing Arts Society (WPAS)

## 2007

Academia Bilingue de Comunidad  
Arena Stage  
Boys & Girls Clubs of Greater Washington  
Child & Family Network Centers  
Community Lodgings  
Horton's Kids  
Identity, Inc.  
Interfaith Works (formerly Community Ministry)  
Musical Theater Center  
Rosemont Center  
Sitar Arts Center  
Urban Alliance  
Vehicles for Change  
Wendt Center for Loss and Healing  
Wesley Housing

## 2008

Alexandria Red Cross  
Alzheimer's Association  
Brain Injury Services  
Bright Beginnings  
Calvary Women's Services  
Capital Area Asset Builders  
DC SCORES  
Ellington Fund  
Impact Silver Spring  
Lab School





# 2001-2011

Literacy Council of Northern Virginia  
Manna Food Center  
Martha's Table  
Metro TeenAIDS  
My Sister's Place  
Phoenix Houses of the Mid-Atlantic  
(formerly Vanguard Services Unlimited)  
River School  
Synetic Theater  
Vida Senior Centers (formerly EOFULA Spanish Senior Center)  
Washington Middle School for Girls

## 2009

Anacostia Watershed Society  
Annapolis Symphony Orchestra  
The Arc of Northern Virginia  
Bridges Public Charter School  
Capital Partners for Education  
Class Acts Arts  
Community Lodgings  
Compass  
DASH (District Alliance for Safe Housing)  
Greater Prince William Community Health Center  
theatreWashington (formerly The Helen Hayes Awards)  
Kid Power  
Kingsbury Center  
Lab School  
Language ETC  
Live It Learn It  
National Child Research Center  
Oatlands  
Pregnancy Aid Centers  
Reality, Inc.  
SCAN (Stop Child Abuse Now) of Northern Virginia  
Synetic Theater  
Treatment and Learning Center

## 2010

AMEN (Arlingtonians Meeting Emergency Needs)  
Audubon Naturalist Society  
The Black Student Fund  
César Chávez Public Charter Schools  
Clarice Smith Performing Arts Center  
College Success Foundation  
CollegeTracks  
Community Education Group  
Computer C.O.R.E.  
Cultural Development Corporation  
DC Law Students in Court Program  
Elsie Whitlow Stokes Public Charter School

Emmaus Services for the Aging  
Friends of Guest House  
Friends of the National Arboretum  
Good Shepherd Housing and Family Services  
Higher Achievement  
Hope and a Home  
Howard University  
Kingsbury Center  
Linden Resources (formerly SOC Enterprises)  
National Trust for Historic Preservation - President Lincoln's Cottage  
New Community for Children  
Northern Virginia Area Health Education Center  
Senior Services of Alexandria  
Signature Theatre  
theatreWashington (formerly The Helen Hayes Awards)  
Total Family Care Coalition  
The Washington Ballet  
Washington Literacy Council  
Washington National Cathedral  
Washington Yu Ying Public Charter School  
Yellow Ribbon Fund

## 2011

Adventure Theatre  
Alexandria Seaport Foundation  
Arts and Humanities Council of Montgomery County  
The Barker Foundation  
The Black Student Fund  
César Chávez Public Charter Schools  
City First Enterprises  
Clarice Smith Performing Arts Center  
Communities in Schools of the Nation's Capital  
Dance Exchange  
Elsie Whitlow Stokes Public Charter School  
FACETS Cares  
Homestretch  
Howard University  
Iona Senior Services  
Kid Power  
Main Street Child Development Center  
National History Day  
National Trust for Historic Preservation - President Lincoln's Cottage  
Perry School Community Services Center  
Rosemount Center  
Signature Theatre  
Volunteers of America Chesapeake  
The Washington Ballet  
WEAVE (Washington Empowered Against Violence)  
The Women's Collective  
Wonders Child Care



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Compass is deeply grateful to our generous donors whose contributions have been critical in advancing our mission over the past 10 years.

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Patti Crystal Morgan  
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Maria Darie  
Manas Das  
Manuel De Miranda  
Whitney Debevoise  
Sasan Dehghan  
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# 2001-2011

William and Margaret Jobst	Kyle McCarter	Patrick Riley	Jonathan Spector
Shaun Johnson	Kate McDonald	Christopher Ritter	Cherie and Steve Sprenger
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Through pro bono strategic consulting, Compass strengthens the capacity, effectiveness and sustainability of Greater Washington, D.C. nonprofits. Compass volunteer teams, mainly MBA alumni from top business schools, guide nonprofit leaders to generate near-term gains and long-lasting organizational improvements.

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