



COMPASS FAMILY SERVICES

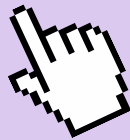
Housing. Support. Hope.

ANNUAL REPORT

FY 2024

STABILITY = ✓

COMMUNITY
FREEDOM
CAREER
SUPPORT



JULY 1, 2023 TO JUNE 30, 2024

OUR MISSION

Compass Family Services
helps homeless families
and those at imminent risk
to achieve housing stability,
economic self-sufficiency,
and well-being.

Dear Friends,

This past fiscal year was one marked by significant challenges that became opportunities to support families experiencing housing instability in new, additional, and important ways. Ever since the pandemic hit four years ago, the experience for financially struggling families has been even more difficult and stability even more unattainable than it had been in the years prior. We're seeing more families than ever before, the unaffordability crisis is making even basic needs seem impossible to meet, and San Francisco's economic woes have made decent employment hard to come by for too many.

So what do we do when the need is staggering? When we are actively serving almost 10,000 children and parents in one year alone? We do what we're very proud to say that Compass has always done: we get creative, we adapt, and we get to work. When CalWORKS cut benefits, we started providing fresh produce. When SFUSD wasn't able to provide adequate special education services to the children at Compass Children's Center, we hired our own Special Educator. When we saw that the City wasn't able to adequately count homeless families with their existing system, we partnered with them and other providers to come up with a better way to count families (resulting in a 94% increase in homeless families compared to the previous count).

When we saw that too many families were exiting their 2-3 year housing subsidies unable to continue to afford their housing, we entered into a partnership to test Guaranteed Basic Income as an approach to improving long-term stability. When we realized that the families we serve were getting left out of important decisions that affect them both at the City level and here at Compass, we created a Family Advisory Committee to empower clients and raise up their voices.

At Compass, we understand that stability is complex, and there is no one simple solution to family instability and homelessness. We are most proud of our willingness to say "yes" and take on big challenges because we understand that safe and stable housing, long-term solutions, and holistic services are what end the cycle of homelessness and instability. Compass' roots extend 110 years into San Francisco's past, but we're extending roots into San Francisco's future as well. We believe in this City, this community, and the spirit of care, support, and humanity that has always been a hallmark of the Bay. We believe in a brighter future for all San Francisco families and are proudly working to help bring us all into that future.

Thank you for being a part of our community!



Erica
Erica Kisch, LCSW
Chief Executive Officer



Adam Tait
Adam Tait
FY24 Board Chair



Families receive backpacks donated
by United Way Bay Area and Waymo

LEADERSHIP

Board of Directors, 2023-2024

Adam Tait, *Chair*
Lauren Kowal, *Secretary*
Debbie Koski, *Treasurer*
Dana Corvin
Robert Daoro
Steven Dinkelspiel
Kimberly Garfinkel
Katie Giometti
Doug Goelz
David Goldman
Valerie Garcia Houts
Chris Jackson
Beth Roy Jenkyn
Kimathi Marangu
Michael McCarthy
Donnie McClesky
Tim Moffet
Kowonda Perkins
Linsey Thornton

Honorary Directors

JoAnn Bertges
Jeff Cain
Chad Dyer
Alison Engel
Nancy Field
Stephanie Fredericks
Sloan Klein
Sara Lemke-von Ammon
Kyri McClellan
Lisa Odyniec
Anne Parish
Mary Noel Pepys
Chris Wagner

Chief Executive Officer

Erica Kisch, LCSW

WHO WE ARE



CRISIS SUPPORT AND DROP-IN SERVICES

Entry point for families with urgent needs.



Founded in 1914, Compass Family Services has served the most vulnerable San Franciscans for over 100 years. Today, while helping homeless and at-risk families secure and maintain permanent housing, Compass provides the most comprehensive range of support services designed specifically for those in distress.



SHELTER

Emergency housing for families experiencing homelessness.



FOOD, CLOTHING, HYGIENE & BABY SUPPLIES

Everyday items every family needs.



JOB RESOURCES

Preparation, skill building, and job placement services.



EVICTON PREVENTION

Rental assistance and subsidies to keep families housed.



PARENTING SUPPORT

Classes, groups, and educational opportunities for parents.



CHILDCARE

Early childhood education and care for children ages 0–5.



MENTAL HEALTH SERVICES

Confidential therapy for parents, children, and families.



HOUSING

Transitional and permanent housing with built-in support.

HOW COMPASS RESPONDED IN FY24:

3452 FAMILIES SERVED

9628 CHILDREN AND PARENTS SERVED

94% OF THOSE SERVED IDENTIFY AS BIPOC
(Black, Indigenous, Hispanic, People of Color)

52% OF FAMILIES WERE NEW TO COMPASS

90% OF FAMILIES STILL HOUSED ONE YEAR AFTER EXIT
FROM COMPASS HOUSING PROGRAMS



125

CHILDREN PLACED INTO
CHILDCARE



286

FAMILIES PLACED IN
STABLE HOUSING



142

AT-RISK FAMILIES PREVENTED
FROM BECOMING HOMELESS
THROUGH FINANCIAL SUPPORT



1855

FAMILIES RECEIVED BASIC
NEEDS SUPPORT SUCH AS FOOD
AND DIAPERS

YEAR-OVER-YEAR CHANGES

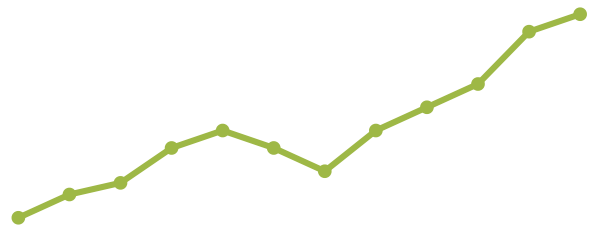
44%

**MORE FAMILIES HOUSED
COMPARED TO THE PREVIOUS
YEAR**



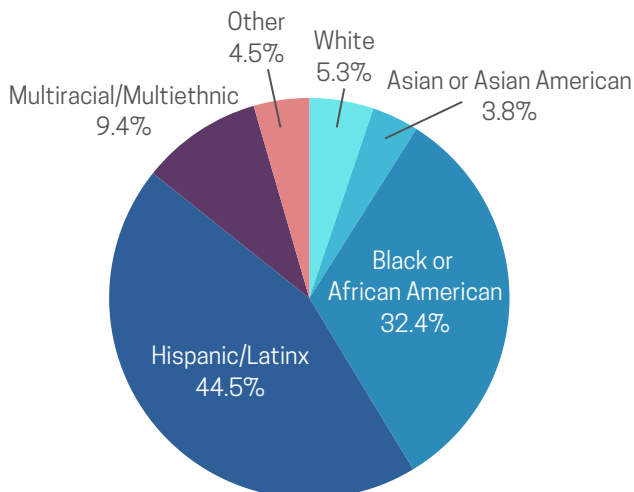
36%

**INCREASE IN FAMILIES
SERVED OVER THE PAST 2
YEARS**

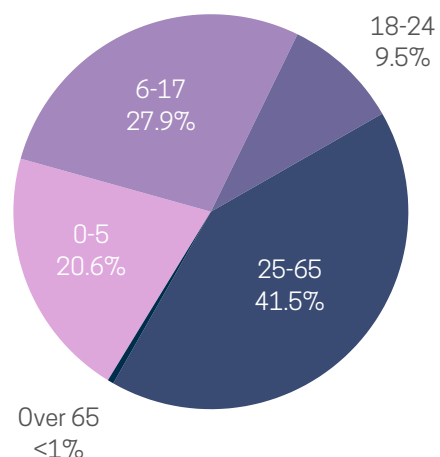


COMPASS FAMILY DEMOGRAPHICS

RACE/ETHNICITY OF FAMILIES



AGE OF FAMILY MEMBERS



HOW DOES COMPASS DEFINE STABILITY?

How can we know we are successfully supporting families to achieve stability if we don't know what we mean by stability? Ending the cycle of family homelessness requires more than just a lease. There are multiple complex factors that affect the ability of families to pull themselves out of economic insecurity and find long-lasting family stability.

Compass has created a holistic definition of stability involving multiple factors. Setting and tracking goals in each of these areas allows families and the staff supporting them to better ensure that achieved stability is long-lasting.

Stability Indicator	Stability Definition
Income	Income is sufficient to meet housing needs as defined by a less than 50% rent to income ratio + savings to cover at least \$500 in emergency expenses
Employment	Family has sustainable, permanent full-time employment
Housing	Family has been stably housed for more than one year
Well-being	Family has no significant mental health concerns or is actively addressing any mental health concerns, is well-connected to community resources and support systems, and is connected to health systems and regularly accessing preventative care
Childcare	Family has stable childcare and is regularly attending

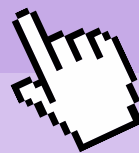
STABILITY = 

COMMUNITY

FREEDOM

CAREER

SUPPORT



STABILITY = COMMUNITY

Coming together to advocate for a better future

No one better understands what families experiencing homelessness need than the families themselves. Yet often these voices are ignored, left unheard in the decision making process. This can leave parents feeling alienated, without a voice in the issues that affect them personally. That's why, in 2024, Compass Family Services launched the Family Advisory Committee (FAC), an initiative that puts parents with lived experience of homelessness at the forefront of advocacy and change. Eight San Francisco mothers came together to share their stories, advocate for themselves and others, develop leadership skills, and build a powerful network of support.

Turning Experience into Action

Compass created the FAC to empower families as advocates—not just for themselves, but for others facing homelessness. Over six months, members met every other week, diving into workshops on public speaking, policy, and community organizing. More than a training program, the FAC became a space for transformation. Parents gained insight into the systems that shape their lives, found solidarity in their shared experiences, and stepped into leadership roles.

The heart of the FAC is storytelling. By sharing their struggles and triumphs, members found strength—and a way to make change. Teniah, a mother of three, spoke about the pain of raising her daughters in the Tenderloin. Her story resonated deeply, reinforcing the power of the group's collective voice. "All these ladies have a strong voice," said Danica, another member. "Maybe our voices together are strong enough to make a difference in someone else's life."

100%

**OF PARTICIPANTS BELIEVE THE FAC
HELPED THEM CREATE RELATIONSHIPS
WITH OTHER PARENTS**

Real Impact, Real Change

FAC members put their skills into action, meeting with members of the San Francisco Board of Supervisors to advocate for safer housing and better services for families. They provided direct feedback to Compass, shaping improvements in how the organization supports clients. Their stories were amplified through social media and press coverage, raising awareness and inspiring others.

During Advocacy Day, FAC members stepped into City Hall for the first time, sharing their experiences with decision-makers and putting a human face on the crisis of family homelessness. Their stories were powerful, highlighting the urgent need for safe, family-friendly housing and services that truly meet the needs of parents and children.

As the first cohort wrapped up, members reflected on what the FAC meant to them. Mirian felt more confident in her ability to create a better future for her children. Jennifer overcame the isolation that so often comes with homelessness. Leslie found strength in a community that truly listened.

Looking Ahead

The FAC isn't slowing down. A new cohort launched in January 2025, with previous members mentoring the next group of advocates. Compass is committed to expanding the program, strengthening its partnerships, and ensuring that families with lived experience play a central role in shaping policies and services.

Through the FAC, these parents are building a stronger future—not just for themselves, but for the families who will come after them. Compass is proud to stand beside them, amplifying their voices and pushing for real change in San Francisco.

100%

OF PARTICIPANTS FELT THAT THE FAC HELPED THEM GROW THEIR LEADERSHIP SKILLS

88%

OF PARTICIPANTS FELT THAT THE FAC HELPED THEM BUILD ADVOCACY SKILLS



The Family Advisory Committee pose for a picture at City Hall after a successful Advocacy Day, speaking with the SF Board of Supervisors.

STABILITY = √

COMMUNITY

FREEDOM

CAREER

SUPPORT



STABILITY= FINANCIAL FREEDOM

Direct payments for a more stable future

For families healing from homelessness, stability can feel fragile. One missed paycheck, an unexpected expense, or a gap in childcare can put everything at risk. To help families stay housed and build lasting security, Compass Family Services launched its first-ever Guaranteed Basic Income (GBI) pilot. This initiative provides no-strings-attached monthly cash payments to families exiting housing subsidies—giving them the financial freedom to make the best choices for their futures.

A Bold Investment in Families

Launched in October 2023 in partnership with Hamilton Families and funded by Google.org, the GBI pilot is structured as a randomized control trial. Over four years, it will enroll 450 families transitioning out of Rapid Re-Housing. Half of the participants receive \$1,000 per month in direct cash assistance, while the other half, the control group, receive \$50 per month.

As of the end of FY24, 59 families had enrolled—25 of them through Compass. Those in the treatment group receive the full stipend, along with wraparound support like financial coaching, job assistance, and mental health resources. But the core of the program is simple: giving families the power to decide what they need most. Whether it's rent, food, transportation, or medical bills, this income helps families bridge the gap between instability and independence.

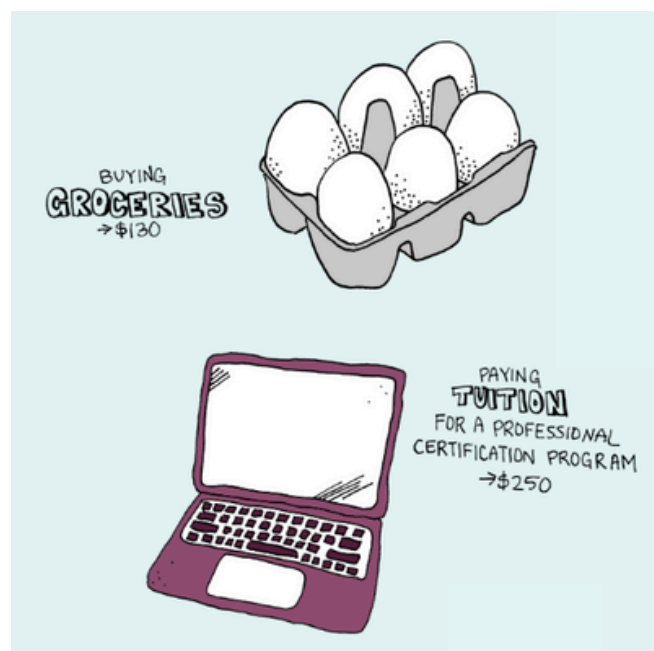
Raising Awareness, Driving Change

GBI programs across the country have shown life-changing results—boosting employment, reducing financial stress, and improving overall well-being.

Since launching, the pilot has gained significant attention, with coverage in SF Business Times, The New York Times, and CalMatters, as well as a dedicated website, ItAllAddsUpSF.org.

Compass will continue gathering critical data to measure the impact of direct cash assistance. A documentary film is in the works to raise awareness, and the research—conducted by research partner NYU—will inform policy recommendations that could expand guaranteed income as a long-term solution for family homelessness.

By supporting families with real financial resources, Compass is helping create a future where no family has to choose between rent and food, work and childcare, or stability and survival. With every cash distribution, every story, and every new piece of data, the case for guaranteed income grows stronger—and so does the hope for lasting change.



The \$1,000 of GBI, and the trust that comes with it is saying, "stay focused, keep going."

-Ed, 34 years old, father of two

My daughter is almost four, and in February, I took her to see Paw Patrol Live, a "stage show for kids of all ages." I'm not sure who had more fun that day, her or me. I missed out on the chance to do things like that for my son when he was her age, and for the past few years, I couldn't afford to take her either. Now I'm getting to do things with both of my kids that I didn't have access to when I was young, and it's healing something for all of us.

I grew up in San Francisco kind of shaky and edgy. My mom struggled to keep up with our financial well-being. As a result, my siblings and I lived with different family members and spent time in foster care. There was a lot of normal kid stuff I wanted to do that I didn't get to, like going camping. My mom did her best, but it was rough.

When I was 23, my son was born. But I wasn't able to be the parent I wanted to be for the first six years of his life. In 2020, when my daughter was born, it felt like a second chance. I wanted to get my own place, find a good job, and reconnect with my family. But finding a home in San Francisco, where it takes four minimum-wage jobs to afford a 2-bedroom apartment, was impossible. I was sleeping on couches, showering at my mom's house when I could.

I made a promise to myself that I would not let my daughter's life coming up be anything like mine. We were walking out of the public library the first time I saw the sign for Compass Family Services on Grove Street. Compass helped me and my daughter cover our bases -- food, diapers, wipes. Hamilton Families provided us with a housing subsidy and helped me find my first stable home at the age of 34 -- a two-bedroom apartment in Antioch. My daughter has her own room. It's not fancy, but it's a blessing that has motivated me even more.

When the opportunity came to participate in a guaranteed basic income (GBI) pilot that both Hamilton and Compass were leading, I jumped at the chance. For now, the \$1,000 allows me to cover essentials and be the kind of dad I always wanted to be. With my housing subsidy ending, it's going to continue to allow me to breathe -- it already has. My income from being a caretaker for my grandmother and doing manual labor will cover rent, but without the \$1,000 stipend, I'd be left wondering how to pay for gas to visit my son or get to work. Instead, the \$1,000 is saying, "stay focused, keep going."

When I was couch surfing, stress and anxiety were my constant reality. Now, with a home and this additional income, I can look to the future. It's not just a lifeline; it's helping me dream of a better job and a bigger place with room for my son to visit.

As much as I enjoyed being a kid again with my daughter at Paw Patrol Live, the best part of my day was hearing her say, "Daddy, I'm ready to go home," and putting her to bed in her very own room.



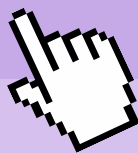
STABILITY = 

COMMUNITY

FREEDOM

CAREER

SUPPORT



STABILITY=EMPLOYMENT

Building careers, strengthening families



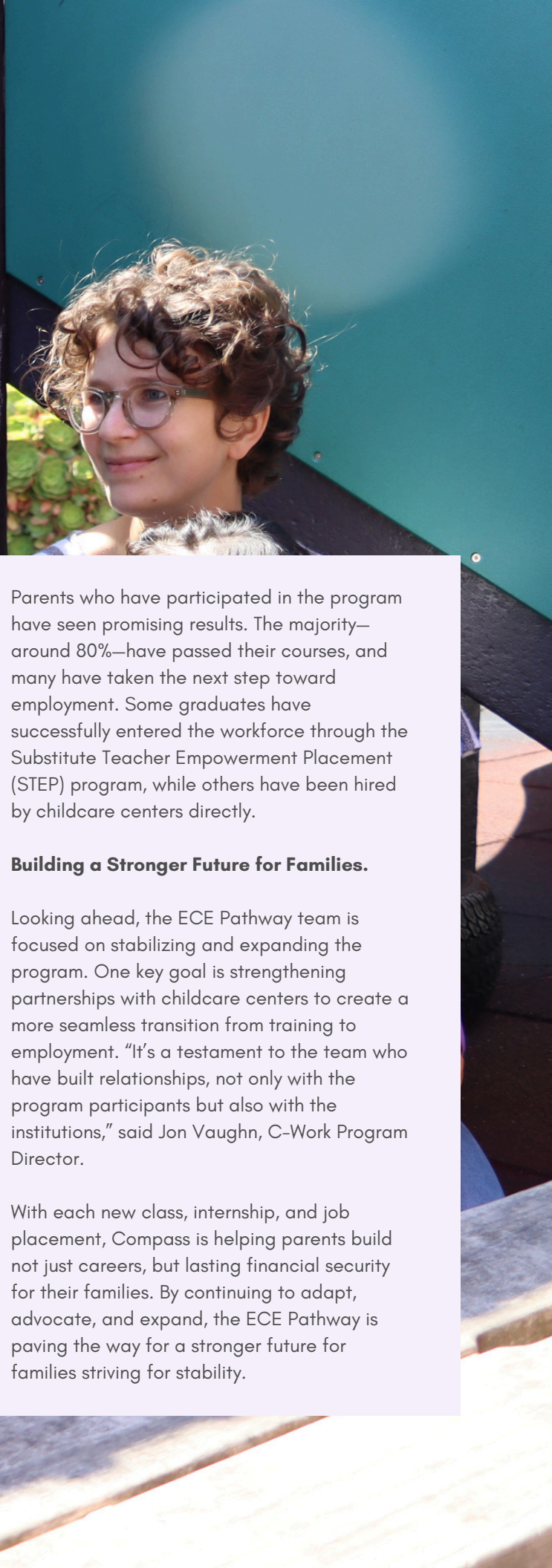
For many families who come to Compass, loss of income is a primary factor in losing their homes. For financially insecure families, finding work can be a huge barrier. Combined with San Francisco's high cost of living—equivalent to four minimum wage jobs—finding stability can feel out of reach.

A Pathway to a Sustainable Career

To address these challenges, Compass launched the C-Work Early Childhood Education (ECE) Pathway Program in June 2023. This initiative helps parents build experience in a skilled career field, providing a pathway into early childhood education while accommodating their family responsibilities. Participants enroll in an introductory class at a community college, receive a stipend for attendance, and gain hands-on experience through a paid internship at a childcare center in San Francisco.

Early Growth and Adaptation

The program started small, with a handful of parents in its first summer cohort. Interest and enrollment grew quickly. By the spring of 2024, more than 50 parents expressed interest, and 20 enrolled in courses. Recognizing a gap in resources for Spanish-speaking participants, the team partnered with an alternative educational provider offering online classes in Spanish, ensuring greater accessibility.



Parents who have participated in the program have seen promising results. The majority—around 80%—have passed their courses, and many have taken the next step toward employment. Some graduates have successfully entered the workforce through the Substitute Teacher Empowerment Placement (STEP) program, while others have been hired by childcare centers directly.

Building a Stronger Future for Families.

Looking ahead, the ECE Pathway team is focused on stabilizing and expanding the program. One key goal is strengthening partnerships with childcare centers to create a more seamless transition from training to employment. “It’s a testament to the team who have built relationships, not only with the program participants but also with the institutions,” said Jon Vaughn, C-Work Program Director.

With each new class, internship, and job placement, Compass is helping parents build not just careers, but lasting financial security for their families. By continuing to adapt, advocate, and expand, the ECE Pathway is paving the way for a stronger future for families striving for stability.

STABILITY=EMPLOYMENT

Elizabeth's Path Toward a New Career

When Elizabeth first saw a flyer for Compass' C-Work Early Childhood Education (ECE) Pathway, she wasn't sure if she could do it. A former social worker from Mexico, she had long dreamed of continuing her education in the U.S. but had never found the right opportunity. "I was afraid to call because I didn't know if I could make it," she admitted. But with encouragement from a teacher at the Family Connections Center, she reached out—and that phone call changed everything. Within days, Stephanie Hoffland, the program coordinator, was guiding her through the enrollment process. "Since that day, she helped me fill out all the forms I needed, and now I'm here!" Elizabeth said.

Now in her second semester, Elizabeth is taking two courses while balancing work and family life. "Compass helps you pay for college, transportation, and even childcare to make it possible," she explained. The support has given her the opportunity to build a future for herself, her husband, and her four-year-old daughter, who was born in San Francisco.

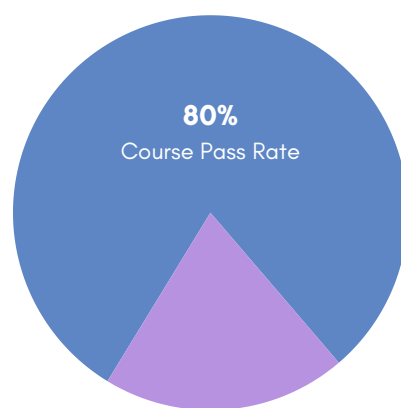
"The thing I really want to do is have a better life for my daughter. That's why I'm here."

While she had previous experience working at a daycare, Elizabeth says the program has deepened her understanding of early childhood education. She credits much of her success to Stephanie's unwavering support. "She's amazing. She's always there if I have a question. At first, I didn't believe I could do it, but she kept pushing me, saying, 'You can do it.' Working with her has been the best thing that has happened to me in the last few years."

Elizabeth has big plans for the future. She hopes to complete her studies, obtain a stable job in early childhood education, and eventually move her family to a larger home. "Right now, I'm working and studying at the same time, so I don't have much time with my daughter. In the next five years, I want to be more stable, move to a bigger apartment, and spend more time with her." For Elizabeth, Compass has provided more than an education—it has given her hope, opportunity, and a pathway to a brighter future.



Elizabeth and her daughter pose in front of Compass' main office, where Elizabeth meets with C-Work staff to support her in developing ECE experience.



80 percent
of parents in the ECE pathway
have passed their classes to
move into a paid internship.

STABILITY = √

COMMUNITY

FREEDOM

CAREER

SUPPORT



STABILITY = SUPPORT

Volunteers

Family stability takes a village! And Compass could not do the work it does without our dedicated supporters and volunteers. Compass volunteers made a huge difference last year through their dedication and passion. Individuals, civic groups, and corporate teams contributed thousands of hours to support Compass by sorting donations, making hygiene kits, and packing food bags. Our corporate volunteers participated in clothing drives, backpack stuffing, and provided in-kind donations of all types.

Thank you to all our volunteers for supporting our mission to help homeless and at-risk families achieve lasting stability and well-being!



Left - Allied World employees spend the afternoon playing with CCC children.

Top right- Salesforce employees celebrate a successful team event wrapping gifts for Compass families.

Middle right - A Dovetail volunteer plays with a child in the sandbox in the CCC playground.

Bottom right - Volunteers prepare back-to-school packs with school supplies and snacks for Compass kids.

STABILITY = SUPPORT

Adopt-a-Family

True stability comes with a sense of well-being and joy. Our Adopt-a-Family donors put smiles on the faces of Compass children every year while bringing much needed relief to struggling Compass parents who lack the resources to fulfill their children's holiday wishes. By matching generous individuals, families, corporate teams, and civic groups with our Compass families, we're making the holidays brighter for many in our community.

In our 26th year of Adopt-a-Family, **550 families were matched with over 450 donors.**

Thank you!



Top - Two brothers smile at receiving Christmas ornaments.

Bottom left - Volunteers at Adopt-a-Family help receive, process, and pass out hundreds of gifts.

Bottom right - A mom and her son pose over a brand new bike they received through Adopt-a-Family.



STABILITY = SUPPORT

A few of MANY events Compass hosts for our families and the community...

In August 2023, Compass Children's Center hosted its second annual end-of-school carnival. The 70 children and their families enjoyed an afternoon of bubbles, crafts, balloon animals, face paint and a petting zoo. The carnival offered children and families a chance to celebrate before the close of the school year.

COMPASS CHILDREN'S CENTER CARNIVAL



FAMILIES FOR FAMILIES



Compass hosted its second Families for Families event on November 5, 2023. More than 100 parents and children came together to make over 70 meals, as well as blankets and picture frames for the families Compass serves. It was a fun, messy, and productive day of family giving!

Top left - A young girl shows off her balloon flower.

Top right - Kids play with bubble guns at the carnival.

Bottom right - Youth committee members check in attendees at Families for Families.

WEEK OF THE YOUNG CHILD

In April 2024, Compass participated in the national week-long celebration of early childhood education, young children, their families, and their teachers. Compass Family Resource Center hosted a fair full of activities, learning opportunities, and goodies. Later that week Compass Children's Center put on a day-of-fun for families with performances and face paint.



Top left - A staff member greets families at Compass during the Week of the Young Child.

Bottom left - Attendees enjoy games and bites at Toast & Taste.



*Top right - Siblings engage in fun activities at the WOTYC fair.
Bottom right - Toast & Taste attendees get together for a photo booth picture.*

Compass partnered with San Francisco Private Dining Venues for an unforgettable 7th Toast & Taste event. San Francisco's best restaurants came together to provide tasty bites, elaborate cocktails, fun games, and auction prizes for attendees, all in support of Compass's work.



TOAST & TASTE





GOVERNMENT FUNDING

California Department of Education

- California Preschool Programs

California Department of Social Services

- U.S. Department of Health and Human Services
 - Child Development Block Grant Program
- Child & Adult Care Food Program

California Governor's Office of Business and Economic Development

- Community Reinvestment Grant Program

California Workforce Development Board

- Breaking Barriers to Employment Initiative

California Department of Health Care Services

- Health Equity in Access to Behavioral Health Recovery Services

First 5 - San Francisco Children and Families Commission

- Family Resource Center Initiative

U.S. Department of Housing and Urban Development

- San Francisco Department of Homelessness and Supportive Housing
 - Continuum of Care Rapid Re-Housing Program
 - Continuum of Care Supportive Services
 - Emergency Solutions Grant Program

San Francisco Mayor's Office of Housing and Community Development/Office of Economic and Workforce Development

- Capitol Improvement Program

San Francisco Department of Early Childhood

- Early Learning Scholarships
- Early Care and Case Management for Homeless Families
- Early Educator Salary Support Grant

San Francisco Department of Homelessness and Supportive Housing

- Coordinated Entry Access Point
- Family Shelter
- Transitional Housing for Homeless Families
- Rapid Re-housing Program
- Behavioral Health Services for Families
- Homelessness Prevention
- Family Flexible Housing Subsidy Program
- Family Housing Ladder Program
- Urgent Accommodation Voucher Program
- Permanent Supportive Housing - Support Services

San Francisco Emergency Food and Shelter Local Board

- Emergency Food and Shelter National Board Program

FINANCIALS

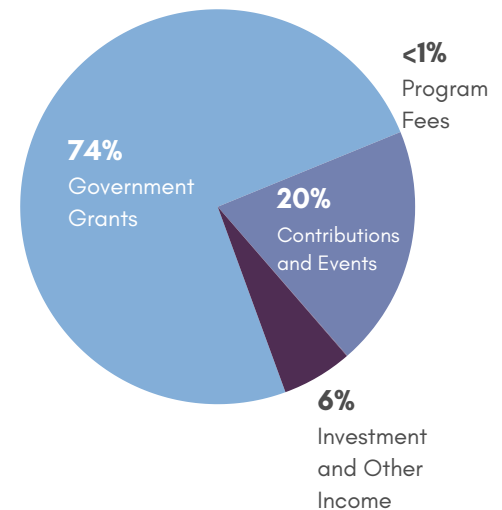
FISCAL YEAR ENDING JUNE 30, 2024

Statement of Activities

Revenues

Government Grants (City, State and Federal)	\$23,074,992
Contributions and Events	\$6,131,693
Program Fees	\$15,637
Investment and Other Income	\$1,791,453

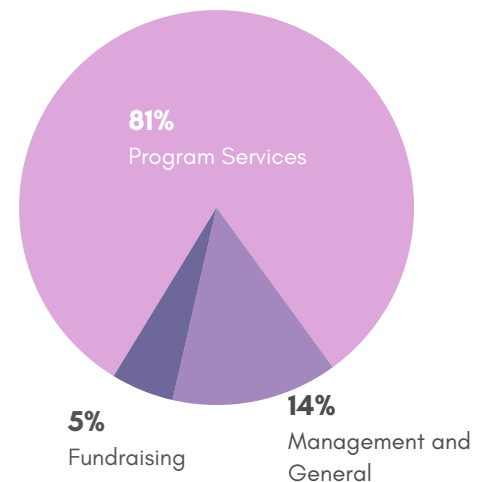
Total revenues	\$31,013,775
-----------------------	---------------------



Expenses

Program Services	\$24,910,335
Management and General	\$4,170,398
Fundraising	\$1,579,814

Total expenses	\$30,660,547
-----------------------	---------------------



Change in net assets	\$1,123,995
Net assets, beginning of year	\$28,550,863
Net assets, end of year	\$29,674,858

DONORS

Thanks to the loyal and generous support of our individual donors, Compass Family Services continues to be San Francisco's longest operating family safety net, leading the way in helping families facing homelessness to secure stable housing and attain economic self-sufficiency and family well-being.

The following list reflects gifts received between July 1, 2023 and June 30, 2024. Each gift powers our mission to help families achieve long-term stability and success. Thank you!

Dream Maker \$100K+

Anonymous
Priscilla and Keith Geeslin
The Advisors of the Walnut Fund

Home Provider \$50K+

Anonymous
Beth Roy Jenkyn and Oliver Jenkyn
Leesa Miao and Martin Romo

Education Proponent \$25K+

JoAnn and Jack Bertges
Lisa Erdberg and Dennis Gibbons

Parent Advocate \$10K+

Anonymous (3)
Joachim Bechtle
Allison and Aneel Bhuri
Sophia and Marc Boroditsky
Sylvia and Malcolm Boyce
Eng and Jim Bozzini
Pamela Burke and Geoffrey Rushing
Kathryn Chinn
Steffany and Rob Chisholm
Dana Corvin and Harris Weinberg
Steven Dinkelspiel
Tenah and Chad Dyer
Dana and Robert Emery
Lee Flynn
Richard Fullerton
Gardner Family Charitable Fund
Kimberly and Jonathan Garfinkel and Friends
Elizabeth and James Gassel

Stephen Hearst
Valerie and Tim Houts
Kathleen and Chris Jackson
Brenda Jewett
Jean and Sho Kuwamoto
Courtney Leader
Susan Leal and Susan Hirsch
Nancy and Christopher Meyer, PhD
Meridee Moore
Anne and Michael Parish
Patricia Remch and Andy Porat
Beatrix and Mike Seidenberg
Jane and Paul Stewart
Katie and Todd Traina
Peggy Galeb White and John White
Diane Wilsey

Skills Builder \$5K+

Anonymous
Nancy and Doug Abbey
Betsy Blumenthal and John Root
Julia and Donald Boen
Annette Brands
Paul Burns
Joan and Robert Daoro
Aric Davis
Stephanie DiMarco and Jim Harleen
Debra Dolch
Alison and Peter Engel
Randi and Bob Fisher
Linda Jo Fitz
Stephanie and Dick Fredericks
Linda Fuseller
David Goldman
Erica and Ken Gregory

Stephanie and Tyler Jackson
Marylou Karp and Ken O'Brien
Alison Kiley and Marc Chaput
Lauren and Andrew Kowal
Craig Lewis
Julie and Will Parish
Anne-Marie and Wylie Peterson
William Popik
Sara and Paul Recktenwald
Brigitte Sandquist and Phil Black
Lauren Sargent
Janice and Geoff Sears
Yael and Itamar Simonson
Katlin Smith
Robert Sobolewski
Laura and Greg Spivy
Linsey Thornton
Annika Tubito
Summer Tompkins Walker and Brooks Walker
Natalie Walrond and John Brockland
Cynthia Weldon and Jamie O'Hara
Erin Willard and Peter Hultman

Job Coach \$2.5K+

Anonymous (2)
Lilli Alberga and Larry Bardoff
Carolyn Arend and Frank and Cooper Basile
Bharat Arora
Vanessa and Christopher Aycok
Teresa and Joel Backman
Courtney Benoist and Jason Fish
Sapna Boze
Allison Butler and Richard Peers

Mary Carp
 Pamela and John Casaudoumecq
 Carolyn and Andrew Chatham
 Nancy Chirinos
 Davin Chow
 Wanda Cole-Frieman
 Carolyn and Chris Colpitts
 Cathy Conk
 Christine Connors
 Sherwood Doud
 Christine and Nima Farzan
 Nancy Field and Kyle Anderson
 Jessica and Stephen Galloway
 Megan and Christian Giannini
 Katie and Nick Giometti
 Samuel Glick
 Linda and Richard Goldberg
 Caroline and Richard Grey
 Barbara and Bill Hazen
 Sabrina and Mick Hellman
 Gretchen Hollstein and Jim Mayer
 Melissa and Chris Jaehing
 Elizabeth and Steve Jeffords
 Stacy and Steve Jensen
 Lisa and John King
 Sarika and Sri Kosaraju
 Debbie Koski and Bianca Kaprielian
 Allina Lantsberg
 Caroline Leeb
 Alex Mandel
 Andrea Pappajohn and Kimathi Marangu
 Stacy and Michael McCarthy
 Donnie McClesky
 Deborah McCrimmon and Aaron Johnson
 Doron Meyer
 Paulette Meyer and David Friedman
 Clara and Steven Miller
 Hillary and Bradford Milligan
 Amy Morris and Jeffrey O'Dell
 Yume Nguyen and Umang Mehta
 Katherine Orr and Erik Steen
 Lisa and Travis Pearson
 Jackie Phi
 Jonothan Poon
 Karla Rabusch
 Steven Ragland
 Chetana Ramalyer
 Regina Rodgers



A child at Compass Children's Center poses on the rooftop playground.

Laurie and Joel Roos
 Talia Roven
 Scott Rubin
 Heidi Sabelhaus Meyers and Steve Meyers
 Laura and Jim Schlueter
 Sierra and Bill Schwidder
 Sobia and Nadir Shaikh
 Jessica and Eric Spaly
 Larna Tanner
 Lauren Thornhill
 Katie Thrash and Shane Booth
 Yang Wang
 Alyssa Warnock
 Lisa and Gregory Wendt
 Nicole and Ken Whiting
 Jason Zaler
 Stephanie and Paolo Zeppa

Family Supporter \$1K+

Anonymous (1)
 Alice Akawie and Stuart Pivnick
 Katie Albright and Jake Schatz
 Lucy Almers and Sean Rhea
 Claire and Eric Alt
 Ashik and Kamal Ardeshta
 Maryse Aubert
 Melissa Barger

Carolyn Barnette
 Andrea Barrett
 Leith Brooks Barry and Stewart Barry
 Emily Beeny
 Sandy and Tom Bertelsen
 John Braun
 Laura Brugger and Ross Sappenfield
 Merrill Buice Cadwalader
 Lynn Cadawalader
 Allen Chang
 Victor Chang
 Britte Cheng and Carlin Vieri
 Paulette and Elmer Chinn
 Julie Cochrane
 Alan Coe
 Gregory Corvi
 Kara and Patrick Dennis
 Frances Dinkelspiel and Gary Wayne
 Jessica Dixon
 Elizabeth Dodd and Jim Boddy
 Andrea Dunlap
 Josselyn Eccleston
 Rebecca Elsen
 Holly and Rick Elfman
 Kimberly Ellis and Campbell Judge

Allina Esquenazi
 Jeanna Fadelli and Danis Carrade
 Jordan and Franco Famularo
 Fitzmaurice-Keller Fund
 Rosamund and Stephen Forrest
 Tomoko and Don Fortune
 Kathy and Kurt Taylor Gaubatz
 Alison Geballe
 Tina Gibson
 Sarah Gilligan
 Jessica Gilmartin
 Melanie Gnazzo and Stuart Lipton
 Douglas Goels
 Louis S. Goff
 Adriana Gores and John Lamm
 Eva and Logan Green
 Katie Gunther and Daniel Zoll
 Frank Gutierrez
 Bryanna Hanson
 Jessica Herman
 Linda Hexem and Jim White
 Abby Hoffman
 Jeanne Hormuth
 Michael Hostetler
 Huey Hua
 Leslie and George Hume
 Joel Hyatt
 Valerie Jahan
 Bixby Jamison
 Jennifer Jerde

Kendra Kiang and Robert Kern
 Kinney/Sandquist Family Fund
 Sloan and Rob Klein
 Delecia Krevet
 Katie Krizenga
 Martina and Eric Lauterbach
 Danielle Lazier
 Susan and Randy Lehrer
 Brian Leibowitz
 Jonathan Leidy
 Andrea Leszek and Ali Shamsi
 Joan and Evan Lewis
 David Loreda
 Rodolfo Macarrein
 Danielle Maestretti and Chris Berry
 Dikshant Malia
 Courtney Marques
 Katherine and James Marsh
 Ladd Martin
 Alison and Mike Mauze
 Patricia McCormick
 Catherine McCrimmon
 Kristen McGuire
 James Mead
 Fran and David Meckler
 Christie and Michael Meehan
 Nicki Michaels and Nicholas Dewar
 David Murphy

Emily Nakashima
 Mary Niderostek
 Peter Newell
 Elizabeth Nichols
 Arne Olson
 Catherine Pajak and Robert Purcell
 Lisa and David Peers
 Jessica and Michael Peirce
 Paul Picciani
 Lori and Chris Potter
 Conrad Preby
 Bonnie Raitt
 Christine and Greg Randolph
 Mala Reddy
 Janet Reider and Tom Frankel
 Kathryn Roberts
 Aren Sandersen
 Erik Satre
 Yolanda Scheffold
 Tina Sharkey
 Grace Shohet and David
 Brownstein
 Michelle Sintov and Gary
 Grossman
 James Soe
 Rosalind Solon and Joseph David
 Morris
 Parul and Ashutosh Somani
 Mario Starc
 Katie Steinheimer and Peter Kilvans
 Jacob Stern
 Jason Steuerwait
 Andrew Stromberg
 Michelle and Chris Sznewajs
 Adam Tait
 Jean Tait
 Donald Takaya
 Tracy Taylor Everett
 Jacqueline Teran
 Michael Teshima
 Teshima Donor Advised Fund
 Katie Thrash
 Karen Yasuko Tobin and Tom Tobin
 Gabrielle Toledano and Kurtis
 Gantert
 Douglas Tom
 Jacqueline and Yat Ping Tong
 Sara Tresslar and Travis Atz
 Samantha Tripodi and Matt
 Rolandson



A mother and her son watch dancers perform at Compass Children's Center.

Janet and Joseph Valls
 Justine Van Buren
 Heidi Van Horn
 Vi Vien Hoang
 James Webb
 Nancy and Robert Weber
 Heather West and Larry Karp
 Amber Wheeler-Madland
 Anne Wintroub
 Carey and Noah Wintroub
 Alex Wittenberg
 Amy Wright and Ed Batista
 Lauren Wylie
 Rich Yannaco
 Sarah Yost
 Danielle Zeavin and Ronald Stovitz
 Karen and Stephan Zuercher

Life Starter \$500+

Anonymous (2)
 Sylvia Adler
 Janice Azebu and Diane
 Dunwoodle
 Connie Baik
 Mark Baker
 Marti Baroody and Michael Joseph
 Roseanne and Keith Barry
 Wallace Beard Jr
 Suzanne Bergeron and Peter
 Strumph
 Roy Bergstrom and Allan Chinen
 Teena Berman and Owen Hart
 Elise Biancardi
 Navdeep Bilon
 Brianna Bohnett
 Traci Bone and Jonathan Lakritz
 Kathryn Breudecheck
 Vanessa Brown
 Brienne Buhaglar
 Phyllis Byrd
 Thomas Campbell
 Logan Cashman
 Anne Chambers
 Siddharth Chandrasekhar
 Richard Childress
 Liam Cole
 Amy Coleman
 Christopher Colin
 Christine Coppola
 Valerie and Scott Corvin
 Rafael Costas

Jane Cote Cook
 Robert Cotterman and Rob Giljum
 Juan Daniels
 Hendy and Jon Dayton
 Kathleen DePaola
 Peter Dworkin
 Sandra and James Earl
 Catherine Ehr
 Winn Ellis and David Mahoney
 Jacqueline and Christian Erdman
 Lisa and Bruce Ericson
 Andrea Evans and Chris Lehane
 Jennie and Konrad Feldman
 Barbara Foley
 Michael Freeman
 Charles Getz
 Tricia and Richard Gibbs
 Laurien Gilbert
 Margot Golding and Michael
 Powers
 Erin Gordon and Craig Etlin
 Chris Gottbrath
 Shelly Guyer
 Erin Hassey
 Charlyn Hook
 Sarah Jaffe
 Shilpa Jain
 Daniel James
 Julie Jarvis
 Danea Johnson
 Betty Junod
 Susan Ketcham
 Vivek Khanna
 Kathy Klein and Scott Fink
 Katherine LaHogue
 Kelsey Lamond
 Julia Lawrence
 Christina Lee
 Levine Family Fund
 Brett Lider
 Lindsay Littler Chiarello
 Chriszayda Lomiga
 Patricia and Dexter Louie
 Chad Lyon
 Seth Madison
 Lawrence Margoles
 Yanina Markova
 Danielle Mayorga
 Kyri and Aaron McClellan
 Sommer McKinley
 Moffet Family



Maria Mojica
 Uchechukwuka Monu
 Regina Moore
 Martina and Tom Murphy
 Michael Oddo
 Patrick O'Donnell
 Danielle O'Hare
 Jamine Okmin
 Andrew Oplinger
 Anh Oppenheimer
 Tony Origlio
 Rish Pai
 Benjamin Paik
 Vinay Pallegar
 Jennifer Pitts
 Jane and Nick Prior
 Daniel Reider
 Patrick O'Donnell
 Allison O'Holleran
 Susan and Jim Omura
 Tony Origlio
 Marcia Paddock
 Robert Pearce
 Andrew Perkowski
 John Pineda

Romney Resney
 Merritt Richmond and Fred Chung
 Bridget Roddy
 Daniel Romanski
 Jakka Sairamesh
 Alison Sanders
 Roger Sandquist
 Rabbi Beth and Rabbi Jonathan
 Singer
 Albert Sisto
 Ann Laurie Solomon
 Tracy Spiegelman
 Dana Spiliotis
 James Squeri
 Lisa and Greg Stanger
 Lisa Stanton and Nicholas Baker
 Ian Stewart
 Diana Stone
 Peggy and Craig Straley
 Rebecca Sudore
 Eileen Sullivan
 Benoit Surroca
 Thomas Tauber-Marshall
 Leslie and Andrew Thorpe
 Robert Twillley III

Lydia Velasco-Mayock
 Katharine Vila and Chris Byers
 Karl von Brockdorff
 Caitlin Walsh and Austin Locke
 Jacob Walters
 Dennis Waring
 Blake West
 Kristian Whitten
 Nicholas Williamson
 Ali and Erik Witte
 Lara Witter and Kurt Sigfstead
 Margaretta and Timothy Woodward
 Kelly and Paul Wright
 Janine and Paul Wright
 Janine Zacharia
 Majid Zarrinkelk
 Sayre Ziskin

Teachers and children enjoy some afternoon sunshine.



SUPPORTERS

Compass Family Services works closely with corporations and foundations who share our vision of a just society, where every child and family can live, grow, and thrive in safe and stable housing. Our dedicated supporters align with our conviction that investing in comprehensive programs that help children and families today, will reduce the number of adults who experience homelessness tomorrow. We are grateful to our valued partners, their employees, and the friends and family they involve, who support our work through their donations and volunteerism. Thank you!

Architect \$500k+

Tipping Point Community

Innovator \$250k+

Google.org

Mimi and Peter Haas Fund

Builder \$100k+

Foundation for Quality Housing

Opportunities, Inc.

The Horace W. Goldsmith
Foundation

Solid Rock Foundation

Sutter Health

Venture \$50k+

Austin Memorial Foundation

Bank of America Charitable
Foundation, Inc.

Children of Shelters

Indie Giving - Game Developers
Conference

KPMG U.S. Foundation, Inc.

Permira Foundation

PFM Health Sciences, LP

Angel \$25k+

Anonymous

Amazon

JPMorgan Chase Foundation

Litman Gregory Wealth
Management/iM Global
Partner

The Kenan Family Foundation

Morris Stulsaf Foundation

Catalyst Partners

Quest Foundation

Redwood Credit Union

San Francisco Private Dining
Venues (SFPDV)

SC Johnson

Stupski Foundation

TurningPoint Foundation

Visa, Inc.

Waymo

Wells Fargo

Zendesk

Seed \$10k+

Anonymous

Allied World Assurance Company

Ameriprise Financial

The Baupost Group

Cradles to Crayons

James A. Folger and Jane C. Folger
Foundation

William G. Gilmore Foundation

Jackson Family Foundation

The Junior League of San Francisco
Safe & Sound

San Francisco Marriot Marquis

Spinsters of San Francisco

Stocker Foundation

Twilio

The Harry and Jeanette Weinberg
Foundation

Accelerator \$5k

Boston Consulting Group

Cathay Bank Foundation

Clay Foundation - West

In-N-Out Burger Foundation

Kaiser Permanente

Kelly Family Cuidiu Foundation
KPMG

Meyers + Engineers

Okta for Good

George H. Sandy Foundation

Charles Schwab Foundation

Sephora

Tree Line Capital Partners

Zocchi Family Foundation

Starter \$2.5k+

Acrisure

AR Events

Creative Planning

FThree Foundation

Land & Sea Restaurants

Levi Strauss & Co.

William M. & Miriam F. Meehan
Foundation, Inc.

Safeway Foundation

San Francisco-Marin Food Bank

Skin Spirit

Tutu School Franchises



Compass Family Services is where families facing homelessness receive housing services and comprehensive support as they transition from crisis to economic stability. Having served San Francisco for over 100 years, we are the City's longest operating family safety net. Working with partner organizations, Compass Family Services will serve until the need ceases to exist.

37 GROVE STREET SAN FRANCISCO, CA 94102

www.compass-sf.org | 415-644-0504