

GUIDING THE WAY THROUGH CRISIS



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,

We share our 2020 Annual Report in a spirit of deep gratitude and solidarity. 2020 has been a year of unprecedented challenge and struggle for so many San Francisco families—most of all for homeless and at-risk families. How do you shelter in place when you don't have a place? How do you put food on the table when your job has disappeared?

These are impossible questions, but for Compass and our families, the answer has been community. In the crucible of 2020, our staff, board, volunteers, and partners came together in new ways—physically distant, but socially more connected than ever before—to provide shelter and housing, meals and support, and above all, hope to our families.

Compass pivoted immediately in the early days of the pandemic. We reworked service delivery across nine programs, responding to families' rapidly evolving needs while protecting everyone's safety. We turned our home at 37 Grove into a different kind of multi-service site, a physically distant, one-stop drop-in for diapers, groceries, mail, and more. We supported local restaurants while they supported us, delivering hot meals to pregnant moms and families at our shelter and residential sites. We partnered with our sister agencies to launch a temporary hotel program that got more than 30 families off the streets during the initial surge of the coronavirus.

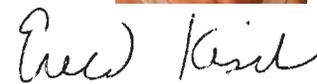
With everything we did—whether it was a new service modality like teletherapy or simply picking up the phone to check in—we reached across the isolation that so many families were experiencing with a simple but important message: You are not alone. You matter to us.

Compass families are some of the most vulnerable to the COVID-19 pandemic. They are more likely to deal with underlying medical conditions; they are more likely to live in overcrowded or substandard housing, if they have housing at all; and they are more likely to earn income through low-wage work in close contact with the general public. Generations of structural racism put communities of color most at risk: at Compass, over 90% of our families are families of color.

Ending family homelessness is not simply about making San Francisco a better and fairer place for every family. It is about breaking the cycles of poverty and racism that drive families into homelessness. It is about public health and an equitable economic recovery for our city and region. It is about the historical moment in which we find ourselves, a moment that calls loudly for hope and the power of community.

We are deeply grateful for the generosity and community that you and your families have shown to us and ours. Thank you so much for your support.

IN SOLIDARITY,



Erica Kisch, LCSW
Executive Director



Chris Wagner
Board Chair

LEADERSHIP

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Krista Moatz
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Laurel Severt
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Katie Traina
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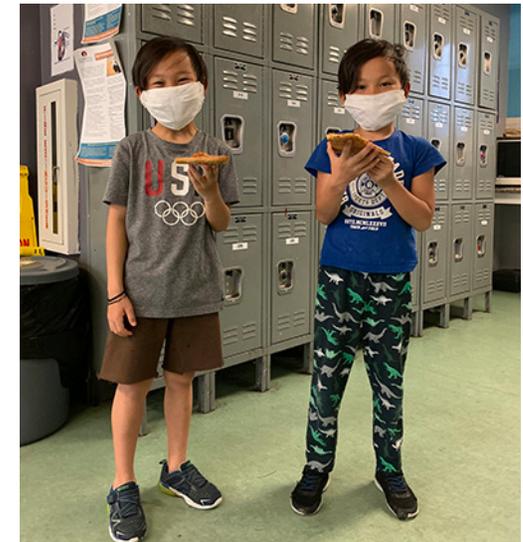
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Lisa Odyniec
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Executive Director

Erica Kisch, *LCSW*

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Molly Winston, *NewsCred*
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A NEW CRISIS

COMBATTING HOMELESSNESS DURING A PANDEMIC



When San Francisco announced the shelter-in-place order, the first for a major U.S. city, Compass took immediate action to make sure employees and clients were safe and as prepared as possible for the approaching lockdown. Except for our two residential sites, Compass Family Shelter and Compass Clara House, all other Compass programs made a mighty pivot to remote services, providing case management, therapy, and early childhood education by phone or video call.

As we adapted, so did the rest of the community. Local restaurants pivoted to fundraising in order to provide hot meals to Compass families and to keep their staffs and kitchens working. Our communal kitchen facilities at Compass Family Shelter were no longer safe for group usage and the donated meals made it possible for families to safely shelter in their private rooms which, fortunately, include private bathrooms, reducing the need for families to spend time in shared spaces.

We at Compass knew that many of our families were going to lose most, if not all, of their income; food insecurity was going to be massive. Our behavioral health team knew there would be an increase in depression, anxiety and domestic violence as families were going to be crowded inside small spaces. Concern for families and individuals who were unsheltered hit an all-time high.

By the start of the second week of the shelter-in-place order, Compass case managers and therapists were contacting hundreds of families across the San Francisco Bay Area. We began providing drop-in services out of our service hub at 37 Grove Street on Tuesdays and Fridays. Families came for groceries, diapers, mail, and what personal protective equipment we had available. The lines quickly grew with more than 100 families turning out each day.

Immediate Impact on Families

- Families we serve collectively lost 40% of their earnings
- Tremendous food insecurity
- Little or no access to masks, hand sanitizer, and cleaning supplies
- Despite the moratorium, evictions threatened many Compass families
- Lack of technology at home prevented students from participating in distance learning
- By end of June, the number of families seeking shelter and other essential services had increased 33% over previous fiscal year





Our drop-in services were run by staff, volunteers, and members of the Compass Board of Directors.

Our facility shifted from being a welcoming space for families to meet with staff members to something more of a warehouse and food bank, stocked with everything we could get our hands on to provide to families.

Pre-COVID, Compass food pantry expenses were typically \$800 per month. Within the first few months of the crisis, this cost grew to more than \$20,000 per month. The cost of diapers and wipes grew to more than \$8,000 per month. The need was enormous.

By the end of our fiscal year, June 30, we had provided more than 900 unduplicated families with groceries, diapers and wipes, masks and other emergency supplies, and eviction moratorium information at drop-in services at 37 Grove Street. In addition, Compass serves as the mailing address for more than 600 families. Distributing mail was essential for families receiving medication, important documents, and the CARES Act Federal stimulus checks.

Partners to the Rescue

Within days of the shelter-in-place order, calls and emails began coming in from individual, foundation, and corporate funders asking, “How can we help?” The outpouring of support was astounding. Donors were sewing masks for parents and children and sending hand sanitizer and other PPE and hygiene supplies. Restaurants and caterers contributed thousands of meals and grants started streaming in to fund our increased expenses and get families what they needed to stay safe.



March 23, 2020

Dear Erica,

We are in extraordinary times. The impact of the COVID-19 virus is devastating, particularly to vulnerable populations in our communities – but I don’t have to tell you that. Compass Family Services is on the front lines and I want you to know that Redwood Credit Union is here to support you and your team.

Please accept this \$20,000 grant on behalf of RCU’s Members and employees. We know you need these funds now to ensure vital services to your clients can continue without disruption, or to provide emergency relief services in response to this pandemic.

We hope that this grant will help you continue to do the vital work of providing safety net services to the community, and we are so grateful to partner with you to change lives. Thank you for being a trusted resource to those in need, especially now.

Brett Martinez, President & CEO, Redwood Credit Union

Excerpt from Redwood Credit Union grant letter.

Compass pivoted our annual Spring Benefit event, originally scheduled for April 1st, to an online campaign with a kick-off event on June 8th. This fundraising event is typically our largest of the year, bringing Compass supporters together for one night to highlight the work being done to combat family homelessness and raise needed operating funds. In 2019, the event raised \$530,000 and was the most successful event to date. The online effort for 2020 highlighted our crisis response work in the first three months of the pandemic and raised an unbelievable \$742,000.



Partnership to Provide Hotel Rooms for Unsheltered Families

Families who were already unsheltered had nowhere to safely shelter in place when the pandemic hit. While the city worked to mobilize resources to help single adults on the streets, many families were stuck without options – especially as congregate shelters limited their capacity to reduce the risk of viral spread.

Compass partnered with two sister organizations to rent a block of 30 rooms in a SOMA hotel. Together we launched a campaign to increase awareness and raised \$30,000 from the public to help cover the costs. That was in addition to significant support from institutional funders. Their generosity made it possible to quickly move families that truly had no other options into the safety of a hotel room with meals and support services.

Over the next four months, 46 families, including several expectant mothers, were able to shelter in place in private rooms through this partnership as well as in additional hotel rooms. By the end of this program, all families were moved to more stable housing or shelter options.



Front-line Compass Staff Put Families First

Compass residential programs and our drop-in center could not stop in-person operations for this public health crisis. Our families depend on our staff to be there. And despite the risks, front-line employees showed up to not only provide essential services but to also be a shoulder to lean on... from six feet away. Compass employees were facing many of the same challenges our client families faced: no childcare, concern for taking public transportation to and from work, making sure their families had the supplies they needed, and the fear of so many of the unknowns about the COVID-19 virus.



“At the end of the day, what I realize is – this is what I signed up for and this is what I dedicated myself to do. So, I still show up, and I am taking the necessary precautions. I wear a mask and wear gloves when I need to.”– Michele Rimando, Assistant Program Director, Compass Family Shelter

HOUSING

FROM HOMELESSNESS TO HOME DURING COVID-19



Adrianna, a native San Franciscan, and her two daughters, were left homeless after Adrianna lost her job of five years. They turned to family and friends, but there was no place to stay except their car. Adrianna was pregnant and the baby was coming soon.

A friend urged Adrianna to accept help and call Compass. Once she did, things began to fall into place, and just in time. Adrianna went into labor. Her Compass case manager, Montez Brooks, stayed in touch during her labor and delivery and was able to help the family qualify for a housing subsidy. They went straight from the hospital with their new baby boy to their new apartment in Vallejo.



While thrilled to have housing, the family didn't have a stick of furniture. The Compass Development team was already talking with our friends at Zendesk who were hoping to donate the contents of a one-bedroom, fully furnished apartment to a Compass family. And that's when the two came together.

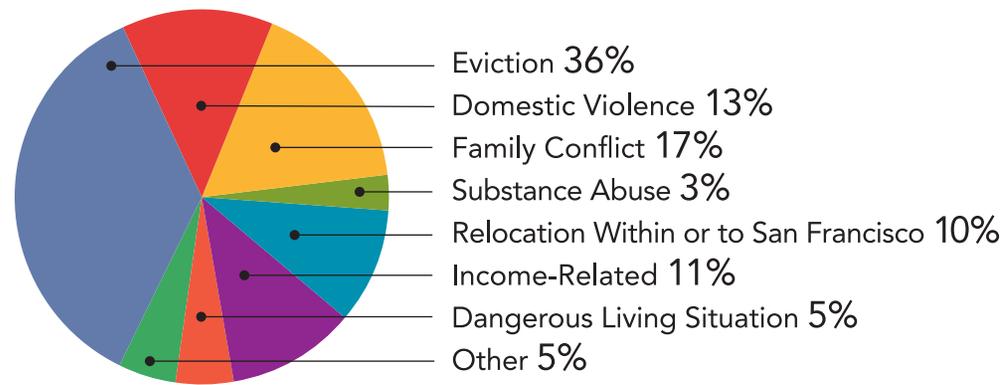
Zendesk hired movers to load everything up and deliver to Adrianna's new home. The family received a couch, a table and chairs, a bedroom suite, kitchenware, and even lava lamps and beautiful artwork for the walls.



They still needed an additional bed for Adrianna's 12-year-old daughter. Compass Events Manager, Kris Otridge, and her daughter, Kelsey, donated their bedroom furniture to finish it all out.

Causes of Homelessness

Data based on July 1, 2019–June 30, 2020



Compass Response

- 651 families assessed for shelter/housing
- 108 families placed in emergency shelters
- 20 families placed in transitional housing
- 109 families placed into stable housing
- 71 at-risk families received eviction prevention, back rent, or move-in assistance to avoid becoming homeless
- 714 at-risk families received financial assistance for groceries, supplies, utility and other bills to remain stable

Your Investment in Compass is Working

97% of families contacted this year reported being stably housed after exiting Compass housing programs the previous year. Together, we're making our community a better place for everyone. And by working with families and their children now, we're decreasing the number of children who will experience homelessness as adults.

Compass provided services to
2,584 families – that's **6,159**
 parents and children

SUPPORT

LEARNING NEW WAYS TO HELP FAMILIES

Compass Family Care Kits

By the end of the second week of shelter-in-place, Compass leadership initiated a plan to provide direct financial assistance to Compass families to keep them stabilized. Thanks to the generosity of the community, we raised more than \$315,000, enabling us to provide 626 Compass families with \$450 in gift cards to help them with groceries and supplies. These Compass Family Care Kits were a huge boost to families who, particularly at the beginning of the crisis, were struggling to figure out how to sustain themselves through the most restrictive period of shelter-in-place.



Case Management and Mental Health

Compass case managers and therapists immediately began charting new territory using phone and Zoom when it came to appointments with their clients. Face-to-face appointments had always been the standard even as it was often hard for clients to show up for appointments and no-shows were a regular occurrence. When COVID hit, regulations on the provision of mental health services eased to allow mental health appointments via the internet, creating the opportunity to provide these critical services remotely at a time when parents found themselves needing this support more than ever before. The number of missed appointments began to decline from previous years.

Emergency COVID-19 Family Care Kit Program

Support a homeless family affected by the COVID-19 crisis with a Family Care Kit

Thank you for your interest in supporting San Francisco's homeless and at-risk families during this unprecedented health crisis. Compass' client families are among those most impacted by the crisis and the related shutdown of businesses and services with employment hours being cut, lack of access to services, and challenges with access to health care just to name a few. Through this program, we can put valuable resources directly into the hands of these families.

You can provide a Compass family with a Family Care Kit for \$500. \$450 will go directly to a vulnerable family via digital gift cards for emergency supplies such as food, pharmacy needs, and cleaning products. \$50 of each contribution will go to maintaining emergency remote and in-person services for homeless and at-risk families.

Alternatively, instead of funding a full Family Care Kit, you can make a contribution of any amount which will be combined with other thoughtful gifts to build Family Care Kits for Compass Families totaling \$500.



Technology and Educational Activities

Families were struggling with the lack of technology and educational materials. Without adequate access to devices, clients couldn't be reached by Compass staff. Many kids had to use their parents' mobile phones to join online classes, reducing their parents' access. Additionally, parents didn't have the books, games and activities on-hand to help engage younger children through endless days stuck in cramped spaces. As Compass case managers reported the many barriers that families were facing, leadership responded with action.

Compass Board Members, volunteers, our friends at Children of Shelters, and our tech community partners mobilized to put together Children's Activity Kits and to purchase and donate laptops and headsets.

- 430 Children's Activity Kits distributed
- 262 laptops donated or purchased and distributed to client families

Online Early Education

At the start of shelter-in-place, teachers at Compass Children's Center and Helen Hawk Children's Center at Compass Clara House pivoted to holding enriched early education classes over Zoom. This was not the easiest of transitions for our youngest students, their parents, or Compass teachers. But friendly faces, encouraging smiles, and loving words filled a big gap for everyone. By July, most students and teachers at both centers were back on-site for in-person learning.



Compass provided **66,765** meals in the first 3½ months of shelter-in-place

HOPE

MARILYN BUYS A HOME

Compass staff frequently get letters and emails from former clients thanking them for their help along the way to achieving a stable home. Marilyn Bunag sent an update on her housing success with the news that she and her family purchased their own home in Vallejo earlier this year!

Marilyn graduated from Compass Clara House in 2007 after more than two years of dedicated work to keep her and her children together, healthy, and on a path to self-sufficiency. Marilyn credits success to the services she received from her case managers and therapists who helped her heal from past trauma, maintain sobriety, and ultimately to get her college degree.

“My children had a safe home at Clara House surrounded by staff and other families that fostered a sense of community and genuine care for one another. My children gained a mother who was clean and sober, driven to do better for them, and found stability.”

Marilyn is currently in a leadership position at a nonprofit agency that provides permanent supportive housing to people experiencing homelessness.





I am forever grateful to Compass for helping me put mine and my kid's life back together. So, whenever something great happens, I always remember where my journey started so I'm reaching out to let you know that I am now a homeowner!!!

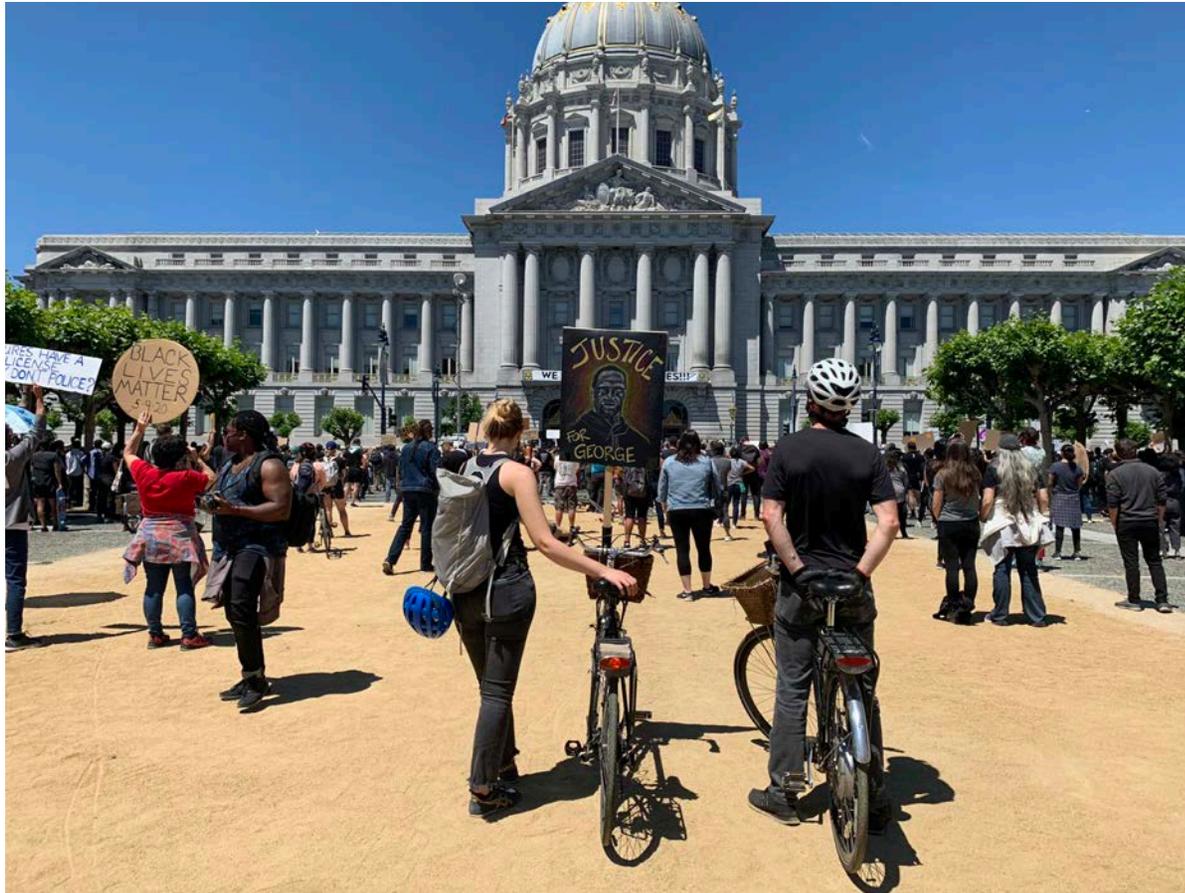
I bought a house in Vallejo. It's still kinda surreal to me... because if someone would have told me when I was homeless and in my addiction that I'd make it this far, I would have laughed in their face. Jail or death seemed more like a reality back then.

If Compass hadn't taken me in, supported us, pushed me to be better, believed in me and gave us a chance at life — I know I wouldn't be where I am today. So THANK YOU, THANK YOU!

Best, – Marilyn Bunag

WORKING TOWARDS

DIVERSITY, EQUITY, INCLUSION, AND BELONGING



Compass Family Services is dedicated to approaching all aspects of our work through a lens of Diversity, Equity, Inclusion, and Belonging (DEIB). Systemic racism has long restricted opportunities for Black and Indigenous communities and other communities of color and contributes to the composition of clients we serve at Compass – over 90% of clients are from communities of color. Therefore, it is essential that Compass is intentional about DEIB in order to best serve all client families and truly advance our mission of helping families to achieve housing stability, economic self-sufficiency, and family well-being. Our DEIB Workgroup includes frontline staff, administration, and managers from across Compass programs and sites. The group meets regularly to discuss ongoing DEIB projects and is committed to:

- Providing a safe space for staff to bring forward DEIB concerns that they don't feel able or comfortable to discuss elsewhere
- Partnering with leadership to provide education and advocacy on DEIB issues across Compass programs and operations
- Proactively having conversations with staff and gathering data and input about how to improve the culture and practice of DEIB within the Compass community

- Helping to mediate and respond to DEIB-related staff and client issues as they arise in our everyday work
- Working to ensure Compass services are designed to support families most impacted by systemic racism and other forms of inequity

This year, the killings of George Floyd, Breonna Taylor, Tony McDade, and others, and the disparate impact of the pandemic on Black and Indigenous communities and other communities of color highlighted the continued impact of racism in our society and the necessity of doing DEIB work. At Compass, we have strengthened our commitment towards promoting DEIB in an ongoing way. We worked alongside consultant, Change Cadet, to implement a survey on staff perspectives about how we are doing and what we need to do going forward to meet our commitments to diversity, equity, inclusion and belonging at Compass. Survey results found that staff agree that Compass is committed to DEIB, feel welcomed and supported by colleagues, and that their opinions are heard and valued by their supervisor, and identified professional growth and support and organizational communication and policies as areas that need more attention.

We're continuing to invest in our capacity to do DEIB work by hiring a Director of Diversity, Equity, Inclusion, and Belonging, who will start in 2021. The Director will be a member of the leadership team and will coordinate communication and DEIB efforts between program staff, leadership, and our Board of Directors. Compass' Board of Directors is also launching a DEIB Committee.



Diversity, equity, inclusion, and belonging are fundamental to positive systemic change for the success of our underserved communities. Compass Family Services is committed to the continuous work of implementing specific actions that will disrupt systemic prejudice and improve equity across programs and departments and to partner with others who also believe in a culture of inclusion that leverages diversity.



37 GROVE STREET

WE GOT HERE JUST IN TIME

We held the ribbon cutting ceremony for our service hub at 37 Grove Street on September 20, 2018. Launching a \$30M comprehensive campaign to fund the purchase and remodel of this new site as well as fund three years of Compass programming was a necessary leap of faith. It was a well-thought-out leap in the knowledge that owning our building would ensure Compass Family Services would escape the City's rental market to serve families experiencing homelessness, and families who are at risk, well into the future.

Following the COVID-19 shelter-in-place order, 37 Grove Street immediately became a distribution hub for emergency support to families. The location was central to our families living in and around the Tenderloin and Mid-Market neighborhoods as well as easily accessible for large deliveries of groceries and supplies, and for staff to load up for distribution to Compass families housed throughout the Bay Area.

Our previous location at 995 Market Street would not have allowed for hundreds of families each week lining up to receive support services. No other Compass locations could have accommodated such efforts. We are extremely fortunate to have secured 37 Grove Street in time to be ready for 2020's pandemic challenges.





As we approach our final year of *Housing Support. Hope: The Campaign for the San Francisco Family*, we are – at the time of this publication, March, 2021 – at 91% of our goal. Compass’ ability to act in this time of extreme crisis is due to the many donors who listened to our plan and invested in our work and our families – in all of our community.

Compass Family Services is like a great ship, first docked at the Ferry Building in 1914 and now stationed across from City Hall. We carry hopes, struggles, victories and losses of the past, and those to come. We’ve lasted on staff determination and commitment to serving families, exemplary donors, and dedicated board members. We’re a ship fighting for the privilege of obsolescence, to be out of commission.

Planning for the Recovery Ahead

When the pandemic crisis positioned itself on top of the housing crisis in San Francisco, we knew it would be a major setback for Compass families. We also knew we’d see an increase in the number of families seeking services. We

are diligent about collecting as much data as possible on the effects of the pandemic on Compass families. One thing that our data makes very clear – there is a growing back rent crisis looming. Early identified debt from Compass families totals more than \$300,000. We are already providing back rent relief and adapted our annual Adopt-a-Family holiday project to include back rent support as an option for donors.

The economic impact of the pandemic on our families is dramatic, of course, and so is the emotional toll. Families are experiencing an increase in domestic violence and abuse. Many families are doubled or tripled up in small apartments to avoid being outside with their children. Overcrowding along with the stresses of losing their income and childcare, and with the threat of losing their housing, is seeding long-term mental health issues. Our school-aged children are falling further behind and early childhood development is threatened for the youngest in our client families.

Over 90% of Compass families are people of color and it’s critical to serving our families that we understand the current moment, including the racial reckoning our nation is dealing with post-George Floyd. Our work today includes battling the systemic racism and inequality that has plagued our nation for centuries. We look to the challenges ahead with determination and as fierce advocates for our families and our community. We also look to you and those we choose to represent us in government to join us in the good trouble and good work that needs to be done.



GOVERNMENT FUNDING

California Department of Education:

- Child Development
- Child Nutrition Program

Emergency Food and Shelter National Board Program

First 5 – San Francisco Children and Families Commission:

- Family Resource Center Initiative

San Francisco Department of Homelessness and Supportive Housing

- U.S. Department of Housing and Urban Development
 - Supportive Housing Program – Homeless Prevention and Rapid Re-Housing Program
 - Emergency Solutions Grant Program

San Francisco Human Services Agency:

- Office of Early Care and Education
 - Early Learning Scholarships
 - Early Care and Education Case Management for Homeless Families

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

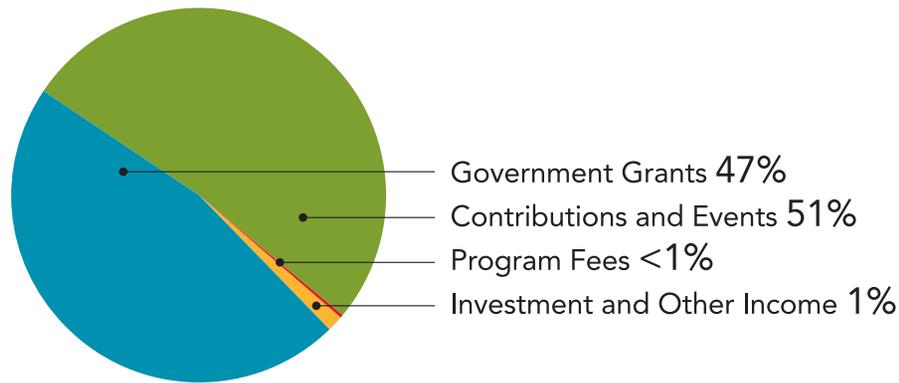
- Section 8 Housing Outreach and Navigation for Families
- U.S. Department of Housing and Urban Development
 - Community Development Block Grant Program



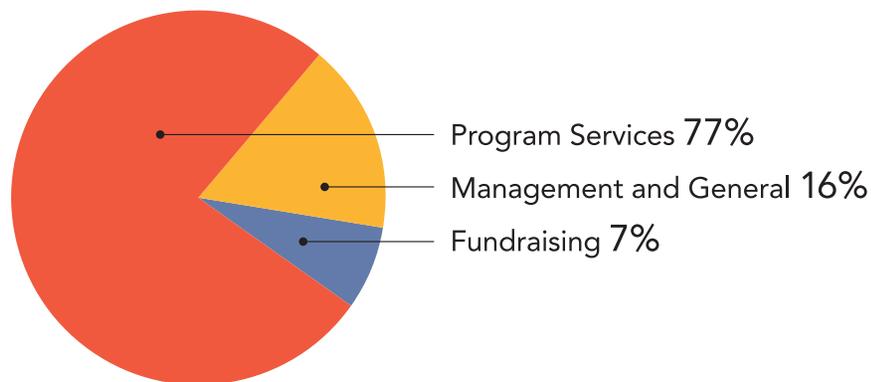
FINANCIALS

FISCAL YEAR ENDING JUNE 30, 2020

Revenues



Expenses



Statement of Activities

Revenues

Government Grants (<i>City, State, and Federal</i>)	\$ 8,377,195
Contributions and Events	9,264,412
Program Fees	28,126
Investment and Other Income	246,959
Total Revenues	\$ 17,916,692

Expenses

Program Services	\$ 10,742,605
Management and General	2,302,379
Fundraising	916,583
Total Expenses	\$ 13,916,567

Change in Net Assets	\$ 3,955,125
Net Assets, Beginning of Year	\$ 17,640,229
Net Assets, End of Year	\$ 21,595,354

COMPASS VOLUNTEERS

568 VOLUNTEERS 10,012 HOURS OF SERVICE



Volunteers help out before the pandemic.

Compass received
\$834,252 of in-kind
donations last year



Our 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, 2019 and June 30, 2020. Each gift powers our mission to help families achieve long-term stability and success. Thank you!

Dream Maker 100K+

Anonymous (2)
Priscilla and Keith Geeslin
The Roy Jenkyn Family
Janice and Geoff Sears

Home Provider 50K+

Jennifer Christie
Kelly Greenwood and Jules Maltz
Meridee Moore and Kevin King
Katie and Todd Traina
Walnut Fund



Ekaterina Petelina, Adama Iwu and Oliver Jenkyn attend Compass event at Salesforce Tower.

Education Proponent \$25K+

Nancy and Doug Abbey
Barbara Bakar
JoAnn and Jack Bertges
Victoire Reynal Brown and Owsley Brown
Carolyn and Chris Colpitts
Dana and Robert Emery
Alison and Peter Engel
Lee Flynn
Stephanie and Dick Fredericks
Erica and Ken Gregory
Heidi Hopper and Jeffrey Dean
Christina and John Keker
Lauren and Andrew Kowal
Julie and Will Parish
*Chuck Williams Donor
Advised Fund*
Diane Wilsey
Stephanie and Paolo Zeppa

Parent Advocate \$10K+

Anonymous
Nancy and Joachim Bechtle
Sylvia and Malcolm Boyce
Dalana Brand
Dr. Caley Castelein
Joanie and Bob Daoro

Steven Dinkelspiel
Lisa Erdberg and Dennis Gibbons
Nancy Field and Kyle Anderson
Judy and Arnie Fishman
Max Boyer Glynn and David Glynn
Meghan and Greg Harris
Stephen Hearst
Judith Hellman
Adrienne Herman
Valerie Garcia Houts
Brenda Jewett
Tina Mehan
Madison Romero and Daniel Rosas
Sobia and Nadir Shaikh
Claire Solot and Sinjin Bain
Jane and Paul Stewart
Leslie Tagorda and David Farrell
Adam Tait
Karen and Christopher Wagner
Cynthia Weldon and Jamie O'Hara
Olalere Williams

Skills Builder \$5K+

Anonymous
Apple Employee Matching Gifts
Peter Beynon
Pamela Burke and Geoffrey Rushing
Barbee and Bruce Callander
Julie Chaiken
Martha Conte
Dana Corvin and Harris Weinberg
Margaret Crandall
Stephanie DiMarco and Jim Harleen
Thao and Jerome Dodson
Sherwood Doud
Kimberly Ellis and Campbell Judge
Winn Ellis and David Mahoney
Lucy Farey-Jones



Randi and Bob Fisher
Linda Fitz
Beverly and Joseph Giraud
Kathleen and Chris Jackson
Kathleen and Gregory Johnson
Nate Levine
Clare McCamy-Miller and Harrison Miller
Sonnet McKinnon
Maryam and Oran Muduroglu
Anne and Michael Parish
Stacy and Matthew Perry
Leslie and Nick Podell
Therese Post and John O'Donnell
Merritt Richmond
Benjamin Sandofsky
Brigitte Sandquist and Phil Black
Jon Schroeder
Alissa Shipper
Annice Smith
Sarah Ann Smith and Jason Jones
Laura and Greg Spivy
Shannon and Jay Thomson

Jacqueline and Yat Ping Tong
Janet Traub
Margaret and David Wadhvani
Natalie Walrond and John Brockland
Katherine Welch
Alexandra and Spencer Wells
Ruth Wu
Lisa and Todd Zabelle

Job Coach \$2.5K+

Anonymous (4)
Martha Angove and Carl Kaufman
Teresa and Joel Backman
Leith and Stewart Barry
Courtney Benoist and Jason Fish
Christina Carroll
Heidi Castelein and Alex Fisher
Juliet de Baubigny
Flagship Facility Services
Mary Foust
Andrew Gaubatz
Meghan and Christian Giannini



Fremont Group employees tour Compass programs and enjoy time on the playground with Compass Clara House students.

Linda Goldberg
 Jennifer and Randy Gridley
 Tim Hanretty and Joel Morris
 Barbara and Bill Hazen
Hebenstreit Charitable Fund
 Gretchen Hollstein and
 Jim Mayer
 Elizabeth and Steve Jeffords
 Holly Johnson
Kinney/Sandquist Family Fund
 Katherine LaHogue
 Diane Larrabee
 Brian Leibowitz
 Joan LeMahieu and Jim Forster
 Sara and Derek
 Lemke-von Ammon
 Nellie and Max Levchin
Levi Strauss Foundation
 Seth Madison
Making It Home
 Yanina Markova
 Christie and Michael Meehan
 Clara and Steven Miller

Timothy Moffet
 Gale Mondry and Bruce Cohen
 Evelyn and Eric Newman
 Gina and Stuart Peterson
 Jennifer Ross
 Barbara Roy
 Peden Sager
 Robert Sammis
UBS Financial Services
Employee Giving & Match
Vietnamese Heritage Institute
 Kathleen and Billy Volkmann
 Neeraj Wahi
 Summer and Brooks Walker
 Laura Yip

Family Supporter \$1K+

Anonymous (3)
 Sara and Sohaib Abbasi
Adobe Systems
 Claire Andersen
 Shan Andrews
 Craig Bacharach
 Judith Barringer

Carolyn and Frank Basile
 John Bates
 Lexi Baugher
The Bechtel Foundation
 Eve Bekker
 Tammy and Pezhman Beykpour
 John Billings
 Betsy Blumenthal and John Root
 Annette Brands
 Robin Brewer
 Heather Brown
 Laura Brugger and
 Ross Sappenfield
 Maya Bruhns
 Nicole Buckberg
 Daniel Butterfield
 Lynn Cadwalader
 Kelsey and Gerald Cahill
 Liza and Joseph Cannata
Capital Impact Partners
 Mary Carp
 Pamela and John Casaudoumeccq
 Anne Chambers

Elizabeth Chandler
Charles Schwab Foundation
 Paulette and Elmer Chinn
 Eleanor Chung
 Sierra Clark
 Alan Coe
 Jan Cohen
 Amy Coleman
 Catherine Conk
 Gregory Corvi
 Lindsey Currier
 Aneesa Davenport
 Allison Goetz Davis
 Christiane De Bord
 Jean and Bridgette Delva
 Bruce Deming
 Margaret DesGaines
 Theresa and Ed Diao
 Nancy and Joseph DiSabato
 Molly and Andrew Dodson
Dropbox, Inc.
Dubose Family Foundation
 Beth Dyer
Ebay Foundation
 Holly and Rick Elfman
Envestnet
 Jeremy Falk
 Robert Feasley
The Fink Family Fund
 Elizabeth Fontaine
 Tom Frankel
 Pamela Frasch and Victor Kisch
 Jennifer and Abe Friedman
 Jennifer and Adrian Fung
 Michael Gallaher
 Jessica and Stephen Galloway
Gap, Inc. Matching Gifts
 Beth and James Gassel
 John Geary
 Alison Geballe
 Sarah Gilligan
 Curt Glenn
 Richard Goldberg

Margot Golding and
 Michael Powers
 Penelope Goldsmith
 Adriana Gores and John Lamm
 Caroline and Tony Grant
Grove Collaborative
 Katherine Gunther and
 Daniel Zoll
 Albert Gutierrez
 Joseph Hamwey
HAN Skin Care Cosmetics
 Katherine Harbin and
 Adam Clammer
 Julie Harkins
 Zoe Harris
Heising-Simons Foundation
 Margi, Lucas and Natalie
 Heldfond
 Linda Hexem and Jim White
 Abby Hoffman
 Pete Holtman
 Beth and Nick Holzworth
 Huey Hua
 Heidi and Rob Hubbard
 Leslie and George Hume
 Melissa and Chris Jaehnig
 Bixby Jamison
The E. Richard Jones Family
Foundation
 Will Kabat-Zinn



Doug Goelz, and Joanie and Bob Daoro attend Compass event at Salesforce Tower.



Richard Karoly
 Marylou Karp and Ken O'Brien
 Elliot Kendall
 John King
 Sloan and Rob Klein
 Eric Knault
 Christina Kosmowski
 Adair Lara and Stephan Zuercher
 Steven Lawrance
 Dickie Lee
 Nigil Lee
 Abbey and Anthony Leonard
 Andrea Leszek and Ali Shamsi
 Katerina Leung
 Julie and David Levine
 Virginia Lopez
 Devin Lu
 Jennifer Lynch
 Farah and Victor Makras
 Alex Mandel
 Katherine and James Marsh
 Mr. and Mrs. J.W.Y. Martin III
 Alison and Mike Mauze
 Joe McCarthy
 Stacy and Michael McCarthy

Patricia and Kathleen McCormick
 Deborah McCrimmon and Aaron Johnson
 Adam McGuire
 Brian McInerney
 Sarah and Paul McNitt
 Anna McShane
 Fran and David Meckler
 Nancy Meyer and Christopher Meyer, PhD
 Paulette Meyer and David Friedman
Sadie Meyer and Louis Cohn Foundation
 Claire and Jessica Milligan
 Krista and Aaron Moatz
 Debra Moore
 Morgan Morgan and Phillip Lamoreaux
 Kana Muraki and Lawrence Miao
Myerberg Family Charitable Fund
 Andrea and Scott Nagelson
 Peter Newell
Northeastern University
 Patrick O'Donnell
 Phillip Oertel
 Maureen Offer
 Laura O'Leary
 Susan Omura
 Audrey O'Neill
 Tommy Orange
 Katherine Orr
 Evan Owski
 Catherine Pajak and Robert Purcell
 Anne and Steven Pantelick
 Lisa and Travis Pearson
PG&E Corporation Foundation
 Yuliy Pisetsky
 Lori and Chris Potter
 Steven Ragland
 Patricia Remch and Andy Porat
 Paula and Robert Reynolds
 Kate Riley

Maggie Rizer and Alexander Mehran
 Laura Roebuck and William Meehan
 Catherine Rogers
 Samantha and Matt Rolandson
 Michael Rolig
 Traci Ropp
 Marci Rubin
 Scott Rubin
San Francisco Opera
 Scal Lewis Family
 Laura and Jim Schlueter
 Stephan Schneck
 Michele Schneider
 Catarina and Andy Schwab
 Beatrix and Mike Seidenberg
 Arpan Sharma
 Miriam Sharma
 Abigail Sheer and Patrick Revetta
 Ann Shepherd
 Erin Simon
 Victoria Simonds and Thomas Scharffenberger
 Rabbi Jonathan Singer
 Albert Sisto
 Elizabeth Skirbe
 Emily and Javier Soltero
 Allison Speer and Fred Moll
 Lisa and Greg Stanger
 Caroline Stevens
Stuart Foundation
 Lisa and Brian Sugar
 Tawni Sullivan
 Thomas Tauber-Marshall
 Kathy and Kurt Taylor Gaubatz
 Anita Trachte and Timothy Mason
 Adriana Lopez Vermut
Visa Matching Gifts
 Lucy Milligan Wahl and Andrew Vaillancourt Wahl
 Owen Wang
 Nancy and Bob Weber

Nicole Whiting and Kenneth Whiting, Jr.
 Cheryl Wingo
 Ali and Erik Witte
 Amy Wright and Ed Batista
Xor, Inc.
YourCause
 Laura and Pierre Zado

Timothy Bauman
 Wallace Beard
 Michael Benedict
 Hanna and Robert Benfield
 Micah Bennett-Cauchon
 Daniel Berko
 Carol Berluti
 Teena Berman and Owen Hart
 Daniel Bittker



2019 graduates of Compass Children's Center.

Life Starter \$500+

Anonymous (2)
 Gypsy Achong
 Eliana Agudelo
 Sri Satish Ambati
 Anna Andresian
 Emily and Collin Andrew
 Ehud Appel
 Donna and Paul Armstrong
 Christina Arquette
 Julie and Steven Ashley
 Lynn Atkinson
 Peter Aylward
 Janice Azebu and Diane Dunwoodie
 Aline Bandak
 Trudy Barnes and Chris Pavicich
 Alexander Barrett-Wilson

Emma Boeckling
 Lisa and Brian Bogosian
 Traci Bone and Jonathan Lakritz
 Leela de Souza Bransten
 Jeffrey Breudecheck
 Barbara Brown
 Vanessa Brown
 Merrill Buice and Jonathan Hubbard
 Chris Butler
 Kathy Vila Byers and Chris Byers
 Lesley and Ireland Cannan
 Maureen Cappon-Javey and Shahram Javey
 Melissa Carrasco
 Elijah Carrel
 Katie Carter
 Carol Cary
 Stevana Case

Carrie and Brian Chee
 David Chen
 Heidi Chiao
 Lindsay Littler Chiarello
 Nancy Chirinos
 Jan Chong
CM Natural Designs
 Julie and Will Cockle
 Lynda Colletta
 Gay Condos
 Nancy and Chris Connery
 Emily Conrad
 Carly Cooper
 Rob Cotterman and Rob Giljum
 Amy Crotti
 Juan Daniels
 Darren David
 Aric Davis
 Allison Day
 Christine De Voto
 Andrea and Chris Dehner
 Patrick Dennis
 Kathy DePaola
 Betsy Dodd
 Elizabeth Dodd and Jim Boddy
 Sayako Doitel
 Brendan Donohoe
Duane Morris
 Amy Dunphy and Anthony Keris
 Sandra and James Earl
East Bay Community Foundation
Critchfield Cohn Family Fund
 Benjamin Eckart
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 James Ellis
 Jacqueline and Christian Erdman
 Andrea Evans
 Julie Eyres
 Allison Fang
 Leslie Ferguson-Dietz and
 Thomas Dietz
 Andrea Ferretti
 Lindy Fishburne
 Julie and Gregg Flynn

Marianne Fogarty
 Francesca Fontenot
 Lauren and Jamie Ford
 Sylvie Forestell
 Jennifer Fraser
 Andrea Freedman
 Gregory Freeman
 Jane and Mike Gaito
 Amey Garber and Richard Lesnick
 Nina Gardner
 Christine and Curtis Gardner
 Kimberly Garfinkel
 Wayne Gaw
 Carol Dimeling Gee and
 Timothy Gee

Cigdem Gencer
 Charles Getz
 Sharmila Ghosh
 Laurien Gilbert
 Adam Gill
 Kristin Gleeson
 Megan Gleeson
 Shannon Goggin and Brian Timm
Goldman, Sachs & Co.
 Erin Gordon and Craig Etlin
 Ruth Graham
 Heidi Gregory and Andy O'Dell
 Jake Hanft
 Elizabeth Harrington
 Muriel Harris

Charlotte Helvestine
Hinman Consulting Engineers, Inc.
 Lisa Hockin
 Alexandra and Jordan Hoffner
 Rio Holaday
 Roberta and Rusty Holden
 Cameron Holland
 Caroline Hollis
 Ora Hollub
Hornberger and Worstell, Inc.
 Johnson Hsieh
 Ann and John Iannuccillo
Intuit Foundation
 Stacey and Chris Irving
 September Jarrett
 Jennifer Jeffries
 Tracy McCuiston Johnson
 William Jones
 Andrew Kaplan
 K.C. Katten
 Liz and Gabe Kind
Klarity FX, Inc.
 Karen Klein
 Kathy Klein and Scott Fink
 Monique Koenigsberg
 Lisa Kohli
 Christopher Kolon
 Swati Kothari
 Arlene and Steve Krieger
 Larisa Kure
 Frank Laudadio
 Mairi Leining
 Stephanie and Tim Leonard
 Andrew Leong
 Patricia Leung
 Julie Moll and Nick Levinson
 Betty Lin
 Mary Lindeblad-Fry
LinkedIn Matching Gifts
The LIST Fund
 Adam Little
 Ian Liu-Johnston
 Kimberly Luu



Attendees enjoy the 2019 Toast & Taste event held at the Julia Morgan Ballroom and sponsored by San Francisco Private Dining Venues.

Barbara Machtinger
 Diana Macias
 Wendy MacNaughton
 Scott Main
Mainsail Partners
 Anil Makam
 Christina Marchiel
 Lawrence Margoles
 Gabrielle and Don Marks
 Laura Mattis
 Kyri and Aaron McClellan
 Suzanne McCormick
 Dylan McHugh
 Sommer McKinley
 Tessa McMillan
 Irina and Eric Meyer
 Farzana Mistee
 David Moore
More4Apps
MP Operations
 Azlan Munir
 Nicole Muntean
 Veda Murthy
 Heidi Sabelhaus Myers and
 Steve Myers



Golden State Warrior, D'Angelo Russell, adopts puppies for Compass families during the 2019 holiday season.



Diana Nelson and John Atwater
Netflix Matching Gifts
 Ariane Newell
 Carole Nickolai
 Cecilia Noecker
 Amy Oates
 Lisa Odyniec and John Donovan
 Danielle O'Hare
 Tony Origlio
 Katie and Matt Paige
 Albert Palitz
 Jeffrey Palladini
 Jiawei Matteus Pan
 David Pascal
 James Isaac Payne
PayPal Gives
 Victoria Peet
 Jesse Peirce
 Tien Peng
 Barbara Pereira
 Shelley Bransten Perelmuter
 Daniella Perloth
 Linh Phan
 Julia and Joshua Phoenix
 Jennifer Pitts
Plastiq

Stephanie and Jon Plexico
 Emily Poague
 Jonathan Poto
 Margaux Price
 Jane and Nick Prior
 Laura and Alex Pytlarz
 William Rainey
 Krista Ramonas and
 Gordon Rubenstein
 Katherine Randolph
 Michelle Raska
 James Francis Reihing
RFJ Meiswinkel Company
Rich Talent Group
 Karl Robillard
 Svetlana and Stephen Robinson
 Regina Rodgers
 Maria Rogers
 Patricia and Chris Roman
 Theresa Rosa
 Chelesa and Mitch Rose
 Dustin Ross
 Emma Rothschild
 Jaron Rottman-Yang
 Becca Russell
 Susan Sachs
 Daniel Saffer
 Charli Sakari
Sakura Credit



Ahad Samad
 Veronica and Gregory
 Samoulides
Sand Foundation
 Alison Sanders

Ryan Sasson
 Caroline and Robert Schmalz
The Schmidt Family Foundation
*Harold & Arlene Schnitzer
 Foundation*
 Barry Schwartz
 Martha Sellers
Sephora
 Raghav Sethi
 Laurel Severt
SF Lodge of Le Droit Humain
 Grace Shohet and
 David Brownstein
 David Sikes
Silver Seas Yachts
 Veronica Simonetti
 Sarah Singh
 Lisa Stanton and Nicholas Baker
 Sacha and Joshua Steinberger
 Liz and James Steyer
 Peggy and Craig Straley
 Isabel Streiffer
 Dan Sulfaro
 Raghavendra Sundresh
 Julie Supan
 Kathy Swindle
Tao Capital Partners
 Kattie Tay
 Clara Thomas
 Lance Thomson
 Linsey Thornton
 Stephanie and Keith Tomao
 Andrew Tompkins
 Gene Traub
 J. Turner
 Julien, Sissie and Savannah
 Twiggs
Twilio
Urbain Design, Inc.
US Bank Foundation
 Pascale Vermont
 Mary and Terry Vogt
 Claudia Volpi



Norman Yee, President of the San Francisco Board of Supervisors, presents Compass Board President, Chris Wagner, and Erica Kisch, Compass Executive Director, with a Certificate of Honor for Compass Family Services.

Torrey Kelm Vorse
 April Walters
 Freeson Wang
 Eric Weaver
 James Webb
 Paula Weinstock and
 Robert Linderman
White Light Foundation
 Michael Whitmire
 M. Whyte
 Stephanie Wiley
 Kayla Williams
 Suzanne Willis
 Mary Wiltshire-Gordon
 Lara Witter and Kurt Sigfstead
 Kelly and Paul Wright
 Jason Wurtz
 Ally Yeargan
 Ashley Young
 Laura Zhang

Inspired Stabilizer \$250+

Anonymous
 Krishan Abeyatunge
 Steven Abrahams
 Sylvia Adler

Daphne Alden
 Matt Alexander
 Carla Altizer
Amazon Smile
 Shannon and Cam Anderson
 Annie and Anil Arora
 Mary Kate Bacalao
 Megan Bagaman
 Victoria Baldwin and
 Richard McNally
 Kim Barkus
 Rasheed Basheer
Bay Grove
 Rachel Becker
 Geri Bergantino
 Andrew Berls
 Sandy and Tom Bertelsen
 Susan Black
 Christopher Blevins
 Evan Boido
 Vandy and David Boudreau
 Janet Brazelton
Brooks Family Fund
 Stephanie Bui
 Anne Marie Burgoyne
 and Brad Roberts
 Ursula Bussfeld

Camp + King
 Maureen Capitolo
 Audrey Carlson
 Sandra Cate
 Patrick Chen
 Rebecca Cho
 Connor Cimowsky
 Maureen Coslett
 Roslyn Coutinho
 Emma Craig
Cruise
 Ashley and Paul Dalzell
 Sanjay Dastoor
 Ishvaraus Davis
 Christine Dawson
 Leslie and Charlie Dicke
 Hana Do
 Mary Donovan and James Devine
 John Doppke
 Sandra Dratler
 Amy and Cyrus Driver
 Peter Emblad
 Elizabeth Engellenner
 Jane Esterline
Exer Labs
 Joshua Fee
Feed.fm
 Jerome Feldman
 Julie and Thomas Feldstein
 Cherielyn and Tom Ferguson



Jane and Dave Fiore
 Cary Fleisher
 Dana Floyd
 Barbara Foley
 Amy Fontaine
 Karen and Matt Fowler
 Nicholas Friedman
 Jeff Gamble
 Ioannis Gamvros
 Dee Gardetti
 Mimi Gauss
 Lori and Kevin Geno
 Margaret Gilbreth
 Russell S. Gill
 Carl Goldberg
 Susan Goodhue
 Andrew Gradman
 Nan Graham
 Amanda Hamilton
 Sam Helman
 Jeanne Hernandez
 Jane and Stephen Heumann
 Charlyn Hook
 Ruthie and Alan Hook
 Kathryn Hope
 Victoria Hoppin
 Adelaide and Mark Hornberger
 Christopher Huang
 Adama Iwu
 Nik Kaestner
 Kathleen and James Kaneko
 Amy Kangwankij and
 Adam Sonnanstine
 Olga and William Keever
 Nancy Kehoe
 Brian Keil
 Jason Kellegan
 Lottie Kendall and Eugene
 Hogenauer
 Alexander Kisch
 Kelly Knight
 Katie Kruiuzenga
 Danielle Lazier
 Lia Lee



The 2019 Toast & Taste event raised \$54,000 with more than 300 guests in attendance.

Michelle Lee Rich
 Jonathan Leidy
 David Lin
 Helen Loeser and David Teitel
 Angela Lou
 Alice Lowenstein
 Brenda and Donald MacLean
 Corine Maggio
 Michele and Chris Meany
Microsoft Matching Gifts
 Jackie Miller
 Amy Millward
 Lily Mirels and Michael Levine
 Edward Moffatt
 Susan Mohun
 Judi Mozesson
 Elizabeth Nartker
 Selena Newdoll
 Kathleen and Eric Newsom
NicoleHollis, Inc.
 Jenna Nielsen
 Kathryn Nyrop and
 Stephen Koch
 Anne and Standish O'Grady

Janine Okmin
 Arne Olson
 Elizabeth O'Neill
 Sarah and Steve O'Neill
 Shannon and Shawn O'Neill
 Anh Oppenheimer
 Ellen Perelman
 Peter Perl
Pledgling Foundation
 Christine and Chad Portney
 Hanh Quach
 Erin Rainaldi
 Melissa Reyna
 Kristin Ring
 Kathryn Roberts
 Jennifer Rosdail
 Beth Ross
 Josephine Rozzelle
 Martha Ryan
 Michael Sabarese
 Jakka Sairamesh
 Maryla Salt
 Dominique Samuels
San Francisco Opera Orchestra
 Marjorie and Larry Schlenoff

Erica Schoefer
 Diana Smith
 Jason Smith
Sonder
 Sarah Soule
Sparxo
 Jessica Stielau and
 Stephanie Garber
 Carol Stolberg
 Lizanne and Ben Suter
 Christine Sutton
 Christina Syer
 Claire Tarlson
 Jessica Teach
 Kimberly Tholen
 Anne Thorson and Peter Ross
 Douglas Tom
 Robert Twilley
 Pravin Ullagaddi
 Deborah and Robert Van Nest
 Johanna and Michael Wald
 Elizabeth and Roger Waller
The Walt Disney Company
Foundation
 Yingheng Wang
Wealth Architect Funds
 Mary Jane Weaver and
 Christopher da Cunha
 Louis Webb
 Stacy Webb
 Lauren Weiss
 Lisa Wendt
 Valerie Kim Wetzel
 Amber Wheeler
 Megan Wimmersberger
 Chris Windbiel and
 John H. Wiest
 Mary and Michael Wolfe
 Allison and Alex Wong
 Kathryn Alexis Woods
Yelp
 Marshall Yuan
 Janet and Jeffrey Zanetto

Friend \$100+

Anonymous (7)
Afresh Technologies
Cathi Ahearn
Ellen Albanese and
William Landers
Megan Alcalay
Cynthia Aldridge
Dolores Ali
Eimaan Ali
Katherine Allen
Desiree Almendral
Abby Anderson
Kelly Anderson
Nadia Anggraini
Wendy Aragon
Raji Arasu
Architectural Resources Group
Allison Arieff
Brad Arnelle
Paula Smith Arrigoni
Christopher Arvin
Ann Aung
Mark Averett
Robin Ball
Valerie Baptiste
Shari Bard
Roseanne Barry
Timothy Barry
Dr. Anita Josefa Barzman M.D.
Joanna Bauer
Michelle Bechtol
Jeff Begin
Kathryn Bender
Barbara Bentley
Samantha Bergeron
Maureen and Richard Bergson
Roy Bergstrom and Allan Chinen
Mark Berkman
Jake Berliner
Deborah and Martin Berman
Laurie Bernstein
Mysti Berry

Chris Best
Katherine Beutner
Beyond
Jennifer and Ravi Bhalla
Veer Bhatt
Justin Blinn
Krista Bloome
BNP Paribas USA
Solange and Michael Bonillaa
Rebecca Bowe
Kimberly Branagh and
Stephane DeBord
Margot Brennan
Bright Funds Foundation
BRR Architecture
Peter Buckingham
Lesley Bunim
Karen Burch
Nichole Burton
Regina Bustamante
Fidelma Butler and
Rob MacNamara

Tiffany Button
Matthew Buzzell
Allen Calvin
Allyson Campa
Laura Candeloro
Nicholas Carrino
Ryan Cartwright
Sarah Carver
Julio Castaneda
Phyllis Cath
Brian Cennamo
Emily Chan
Edith Chao
Chapman and Cutler, LLP
Emily Chastain
Ansuya Chatwani
Malea Chavez
Daniel Chen
Brittany Cheng
Steffany and Rob Chisholm
Gina Cibuzar
CircleUp

Patrick Clark
Julie Cochrane
Teresa Cohea
Judith Cohen and
Malcom Gissen
Kristine Colyer
Melissa Condos
Christine Conners
Gloria Cooper
M. Lourdes Cordero
Alan Cordova
Elizabeth Coxe and David Forney
Terence Craig
Solana Paz Crawford
Crestmont School
Lizi Cruz
John Cunningham
Cindy Cuomo
Kim-Mai Cutler
Katie D'Urso
Elizabeth and John Darr
Emon Datta
Leah Davenport
Peter Davis
Janet and Dell Davis
Julia Day
Henricus De Kok
Jessica De La Paz
Doreen Deicke and Matt Wood
Ajay Deshmukh
Igor Justino de Souza
Lori Dietrich
Elizabeth Dillon
Nancy Diritto
Jennifer DiZio
Annemarie Donjacour
Patricia Donnelly
Lindy Donnelly
Kelly and Bodhi Dotson
Yoko Drain
Jenna Dran

Sophie Dumont
Joselle Duncan
Janet Dupuy
Debra Dwyer
Echelon Printing
Leigh Engel
Elizabeth Burton Ericson
and Mary Burton
Max Ernst
Etsy
Rachel Euretig
F5 Networks
Kari Simpson Fain
Julie Fallon
Gustave Feldman
Jeanne and Koji Felton
Allison Ferenstein
Paloma Figueroa
Susanna Fisch
Dennis Fleming
Lizanne Fontaine and
Robert Buckholz
Emma Fox
Ellen Frankel
Madalyn and Marc Friedman
Diana Frurip
Courtney Fullilove
Katie Furuyama and Oliver Mok
Linda Gallanter
Andrea Gallese
Frank Gallo
Roe Gallo
Megan Geary
General Reinsurance Corp.
C.E. Gerndt, Jr.
Jessica Gezon
Adhanet Ghebray
Carolyn Gibbons
Gilead
Angella Gioukaris
Elizabeth Gisch
Denise Glagau
Brooke Gleason

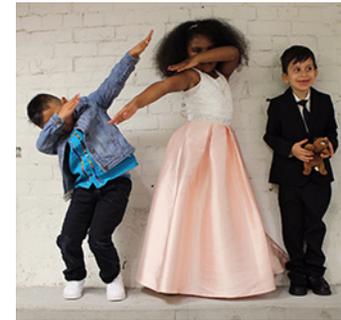


Compass volunteers decorate a holiday tree during San Francisco Symphony's Deck the Hall event.

Carmela Gold
Golden Gate Perfusion
 Ryan Goldman
 Magaly Gonzalez
 David Gorman
 Pamela Grant
 Ashley Green
 Jonathan Green
 Andrea Gulyas
 Julian Gutierrez
 Mardi Hack
 Kellen Hackett
 Adam Hallquist
 Martine Hamers
 Peggy Hammett and
 Rudy Lacoé
 Angela Han
 Delores Harkin
 Audrey Harris

Nadine Herman
 Rebecca Herman
 Stephen Hessel
 Jacqueline Hider
 Margot Hirsch
 Ina and Hendrik Hoek
 Colin Holtzinger
 Susan Holtzman
 William Holtzman
 Cathy Hong
 Naureen Hoque and
 Salman Kothari
 Deborah Hornberger
 Bethany and Jim Hornthal
 Jeremy Horton
 Karen Hudson
 Claire Hunter
 Mary Hunter
 Jodi Inkenbrandt

Virginia and Peter Jozwik
 Betty Junod
 Harsimer Kahlon
 Daniel Kahn
 Abhi Kelkar
 Kathleen Kelley
 Virginia Kennedy
 Yasmine Khan
 Frewoini Kidanemariam
 Son Kim
 Naomi and Gilbert Kisch
 Mimi Klausner
 Suzanne Kling
 Deborah Koski
 Allen Kraut
 Liza Kroeschell
 Amy and Andrew Kronk
 Janet Kunze
 Jill Kuper
 Jean and Sho Kuwamoto
 Vivian Kwan
 Sandy Lam
 Eric Lambrecht
 Karen Lancelle
 Abby Landers and Ken Wiehe
 Ari Langer
 Katherine Larkin-Wong
 Liina Laufer
 Grace Lee
 Rachel Lehn
 Carol Lehrman
 Monica Lenk
 Alana Lerner
 Jennifer Levanduski
 Laura Levenberg
 Connie Levi and Alan Robin
 Feralee and Charles Levin
 Anya Lewis
 Alissa Lillie and Dean Orr
 Betty Lim
Lime
 Edward Lin
 Lauren Linde



James Liu
 Erin Loback
 John Loh
 Matthew Long
 Kirk Lorie
 Adam Lovingood
 Nisrene and Benjamin Lund
Lyft, Inc.
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 Omar Masry
 Mary Mathisson
 Asher Matsuda
 Erica Maybaum
 Emily McCaffrey
 Kevin McCracken
 Courtney McDonald
 Ed McFadden
 Maria McGinley
 Amy McGiven
 Michael McGuirk
 William McKalip
McKinsey & Company
 Caitlin McLaughlin
 Cynthia McLaughlin
 Susie McMullan
 Mark McNay
 Sadie Mellerio

Cheryl Mellor
 Erin Merk
 Theresa Meyer
 Diana Milbert
 Marija Milicevic
 Henry Milich
 Marilyn Milkman
 Jennifer and Zach Miller
 Nhu Miller
 Melissa Millsaps
 Deborah Mintz and
 Michael Gorman
 Erica Missildine
 Carrie Mistral
 Catherine Mitchell-Crossley
 Camila Mize and Mike Vais
 Kerrie Mohr
 Joseph Monardo
 Maritza Monreal
 Anita and Anson Moran
 Martin Morzynski
 Catherine Moskowitz
 Elena Gates Motlow and
 Geoff Motlow
 Crystal Moy
 Amy Mueller
 Mina Muraki
 Erica Murray
 Heidi Musser
 Mary and David Nakanishi
 Elana Neiner
 Kia Wang Nevarez
 Ellen and David Newman
 Qui Nguyen
 Ophelia Garcia Nicandro
 Mary Nilan
 Alexandra Nixon
 Jennifer Norris
 John Nunes
 Cristovao Oblad
 Juan Ochoa
 Judith O'Connor
 Wilma O'Dell



Students of Compass Children's Center enjoy a sunny day on the rooftop playground.

Elliott Harris
 Saima Hashimi
 Erin Hassey
 Courtney Hatt
 Kelly Havens
 Dan Haynam
 Sarah Hays
 Jessica and Jason Heck
 Janet Herben
 Jessica Herman

Irrational Labs
 Ian Irvine
 Bradley and Chris James
 Regina Jenkins
 Naja Jensen
 Jennifer Jerde
 Jennifer Johnson
 Cameo Jones and
 Ronald Tremblay

Mark Oehler
Office: Jason Schulte Design
 Nathalia Oliveira
 Michael Osborne
 Gail Oshima
 Richard Otter
Pacific Foundation Services
 Christine Padgett
 Glenda Lynita Paterson
 Laurence Pelosi
 Kathleen A. Peltier
 Jodi Perelman
 Gina Perri
 Ekaterina Petelina
 Lucinda Phillips
 William Pierson
 Max Pike
 Rachel Pike
 Nicole Pitaro
 Felicia Pitre
 Matthias Plappert
 Julie Potts
 Jocelyn Powell
 Carla Praglin
Project Worldwide
 Venkat Pulakkad
 Jan Pytlarz
 Willem Racke
 Vanessa Raffanti
 Thomas Raffin
 Mara Raider
 Ann Rapp
 Kimberly Ratto
 Rahul Ravulur
 Roela Anne Regalado
 Todd Regenold
 Susan Reider
 Joan Reinhardt-Reiss
 Amy Resner and William Lee
 Catalina Restrepo
 Melissa Ault Ricci
 Barbara Richmon

Cathleen and Thomas Rigatti
 Myrthe Rijpma
 Eva Rijser
 David Ring
 Lori Roby
 Bridget Roddy
 Daryl Rogers
 Susan Romer and Donald Ungar
 Sierra Roper
Rosai Charitable Fund
 Sarah Rosedale
 Natalie Ross
 Christopher Rossi
 Christina Rostampour
 Lovisa Rubin
 Polly Russell
 Todd Rydstrom and
 Mike Dickman
 Nancy Rynd
 Romi Sadlik
 Melody Saint-Saens
 Teresa Sal
 Shipley Salewski
 Evaristo Lito Sandoval
*San Francisco Employees
 Retirement System*
 Joshua Sassoon
 Meera Sawnsen
 Joel Schaffer
 Tiffany Scharschmidt
 Kristina Schauer
 Arjan Schutte
 Kim Schwarcz
 Kenneth Schwing
 Laura Seery
SF Color Collective
 Hina Shah
 Rupal Shah
 Sally and Jim Shapiro
 Nitasha Sharma
 Kenneth Sheppard
 Laura Sherr
 Adie Sherwood

Shira and Bill Shore
 Lauren Siahpolo
 Glenise and William Sibbern
 Ashwin Singhania
 Susan Sipe
 Carrie Smith
SNAP Business Intelligence
Snyder Capital Management
 Elizabeth and Arthur Spander
 Roxanne Stachon
 Kate Steinheimer and
 Peter Klivans
 Tracy Stevens
 Abby Stolfo
 Nancy Stolz and Craig Corbitt
 Madeline Storck
 Matt Strain
 John Sullivan
 Lee Sullivan
 Garrett Sutherland
 Clay Sutter
 Paris Swegan
 May Tan and Charles Morganson
 Gabriel Tavridis
 Stephanie Tawa

Scott Thomas
 Elizabeth and Joseph Thompson
 Ann Thomson
 Leslie Thorpe
 Lana Tilley
 Hope Timberlake
 Ryan Tiret
 Kristy Trabert
 Sara Tresslar
 Abigail Trillin and Brian Lee
 Cray Tubbe
 Jennifer Tulley
 JoAnne Tybinka
 Katherine Ullman
 Lauren Urhausen
 Leah Wilson
 Sara Vaal
Valeant
 Sara Varni
 Lydia Velasco-Mayock
 Tyler Vickers
 Michel Vidal-Naquet
 Meagan Vincent
 Ben Vinegar
 Quynh Vu

Abigail Wainwright
 and Isabella Hill
 John Walecka
 Debra Walker
 Emily Walsh
 Molly Walsh
 Christina Wang
 Eric Wedel
 Jack Weinstein
 Meghan Weir
 Antje Weisser
 Mark Welte
 Caroline Kahn Werboff and
 Larry Werboff
 Laney Whitcanack
 Kristian Whitten
 Sophie Wiekking-Brown
 Erin Willard, Clara Hultman
 and Peter Hultman
 Katherine Willingham
 Ann Wilson
 Ashton Wilson
 Mary Wilson
 Roseanne Wincek
 Molly Winston
 Crystle Wong
 Jaclyn Wong
 Margaretta and Timothy
 Woodward
 Eric Wooley
 Amy and Thomas Worth
 Pam Wright
 Gloria Ybarra
 Supervisor Norman Yee
 Alex Yemelyanenko
 Esa Yonn-Brown
 Dale Young
 Daniel Zaheer
 Carly Zapata
 Dawn Zhao
 Katie Zibert
 Banafsheh Zokai
 Rebecca Zucker



Compass staff and volunteers talk with attendees during the 2019 Opera in the Park event with the San Francisco Opera in Golden Gate Park.

Foundation and Corporate Partners

Compass Family Services partners with corporations and foundations who share our vision of a just society in which all children and their families are able to flourish in stable, secure housing. Our partners share the understanding that continued annual support of our comprehensive programs that help children and families today will also have a dramatic impact on reducing the number of adults who experience homelessness tomorrow.

We are grateful to all partners as well as their many employees who support our work by donating and volunteering with us and involve their friends and families as well. Thank you!

Architect \$500K+

Google.org
Mimi and Peter Haas Fund
Hellman Foundation
Tipping Point Community
The Harry and Jeanette Weinberg Foundation
Visa Foundation

Innovator \$250K+

Anonymous

Builder \$100K+

CVC Capital Partners
The David and Janyce Hoyt Family Foundation
Silver Giving Foundation
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Venture \$50K+

Anonymous
Bainum Family Foundation
Bank of America Foundation
BlackRock
Erol Foundation
Generation Foundation
Kilroy Realty Corporation
Salesforce.com Foundation

San Francisco Private Dining Venues
SC Johnson
Zendesk Neighbor Foundation

Angel 25K+

Children of Shelters
ClimateWorks Foundation
The Gruber Family Foundation
Walter & Elise Haas Fund
JP Morgan Chase Foundation
Litman Gregory Asset Management
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The Safeway Foundation
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Paypal Charitable Fund
PCMA Education Foundation
George H. Sandy Foundation
Stearns Charitable Trust
The Stanley S. Langendorf Foundation
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Tree Line Capital
United Methodist Church
United Way of the Bay Area
Verizon

Accelerator 5K+

Applovin
Calm
Cathay Bank Foundation

Charles Schwab Corporation
Clay Foundation – West
Credit Suisse
First Republic Bank
Fred Gellert Family Foundation
Glynn Capital
MUFJ Union Bank Foundation
Papé Family Foundation
Pisces Foundation
The Fremont Group Foundation
Vlocity

Starter \$3K+

Flexport
Room at the Inn Foundation
Seven Post Investment Office
Specialty Family Foundation
The Elinor Smith Charitable Trust
Walmart Foundation
Zocchi Family Foundation



Adopt-a-Family

Our Adopt-a-Family donors provide many smiles to the faces of Compass children every year. They're also bringing much relief to Compass parents who would not be able to bring home gifts that aren't absolutely essential.

By matching Compass families with individuals, families, corporate teams, and civic groups, we're all helping to make the holidays brighter for many in our community.

In our 22nd year of our Adopt-a-Family project, 520 families were matched with 420 donors. Thank you!

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 ACME / Silicon Foundry
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 Airtable
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 Allogene Therapeutics
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 Abby Anderson and family
 Kelly Anderson and family
 APC
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 Architectural Resources Group
 Stephanie Asadorian and family
 AspireIQ
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 Carly Zapata and family

“Compass makes the heavy load on low-income families like mine seem lighter, and creates hope for the future of our children. Thank you for continuing to see us all equally.”

– Compass Family Client



COMPASS FAMILY SERVICES

Housing. Support. Hope.

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, and in cooperation with partner organizations, Compass Family Services will serve until the need ceases to exist.

COMPASS FAMILY SERVICES 37 GROVE STREET SAN FRANCISCO, CA 94102

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