



COMPASS FAMILY SERVICES  
Housing. Support. Hope.

# POWERED BY COMMUNITY

ANNUAL REPORT — JULY 1, 2020 TO JUNE 30, 2021

# OUR MISSION

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

# Dear Friends,

When we released our 2020-22 Strategic Plan, we never thought we would be contending with a global pandemic that would upend life as we know it. San Francisco's homeless and at-risk families have always faced incredible challenges: they struggle to make ends meet, to forge individual solutions to the collective problem of poverty, and to create better lives for their children than the ones they're living today. The pandemic—and its impacts on schools, low-wage work, mental health, rental debt, and more—have posed incredible challenges to our families' housing stability, economic self-sufficiency, health and well-being.

Compass provides housing, support, and hope to enable families to meet these challenges head on. And even though we never expected to be fighting a pandemic, our strategic priorities remain more relevant than ever. Family stability is our North Star: last fiscal year we expanded our mental health services and our workforce programming at exactly the right time to keep pace with growing needs. We added therapists (and more bilingual therapists!) to our program teams, and we engaged a consultant towards a formal evaluation of our therapy services. We created Compass Workforce Development & Resources (C-WORK) to provide employment pathways through workforce training and employment services. And we launched two evaluation projects that will enable us to better address the unique needs of Black and undocumented families.

Our strategic focus on policy and advocacy paved the way for public policy wins that put family well-being—and staff well-being along with it—at the center of our work. We led coalition efforts that resulted in record investments in housing and services, bolstered the City's efforts to purchase hotels for housing, and improved policies within the

homelessness response system. We also advocated for our sector's frontline staff to receive publicly funded hazard pay and early access to vaccines as community healthcare workers. San Francisco's homeless department allocated \$10 million for hazard pay for the lowest-paid workers in our system, and Compass supplemented our allocation through the tireless efforts of our development team.

Finally, our strategic focus on flexible funding streams helped us leverage philanthropic support with public dollars to deliver more than half a million dollars in back rent. This was a tremendous effort to promote housing stability and alleviate the extreme stress of debt for families who lost significant income as a result of the pandemic. We could not have done this without the creativity of our board and staff and the generosity of our donors. As we reflect on the year, we realize that we are emerging from the pandemic without really leaving the pandemic behind. We are not returning to normal so much as creating a new normal in collaboration with our entire Compass community. We share our Fiscal Year 2021 Annual Report in this same spirit of collaboration and resilience. Thank you so much for your continuing support.

In solidarity,



A handwritten signature in blue ink that reads "Erica".

Erica Kisch, LCSW  
Executive Director



A handwritten signature in blue ink that reads "Chad".

Chad Dyer  
FY22 Board Chair



# LEADERSHIP

## **Board of Directors, 2020-2021**

Christopher Wagner, *Chair*

Alison Engel, *Vice-Chair*

Chad Dyer, *Secretary*

*Tim Moffet, Treasurer*

Dalana Brand

Robert Daoro

Steven Dinkelspiel

Dennis Gibbons

Doug Goelz

Valerie Garcia Houts

Beth Roy Jenkyn

Lauren Kowal

Michael McCarthy

Brian McInerney

Anne Parish

Laurel Severt

Adam Tait

Katie Traina

## **Honorary Directors**

JoAnn Bertges

Jeff Cain

Nancy Field

Stephanie Fredericks

Sloan Klein

Diane Larrabee

Sara Lemke-von Ammon

Kyri McClellan

Lisa Odyniec

Mary Noel Pepys

## **Executive Director**

Erica Kisch, LCSW

## Leadership Council

Eric Zeiner, Chair, *Every Man Jack*  
Lauren Thornhill, Vice-Chair, *The Hamlin School*  
Jake Kanter, Secretary, *Twilio*  
Laura Chan Pytlarz, *Twitter*  
Dustin Durham, *Alzheimer's Association*  
Kathleen Hegyesi, *Flexport*  
Gretchen Hollstein, *Litman Gregory*  
Christine Keener, *Verizon*  
Talia Loewenstein, *Allbirds*  
Tim Marks, *Twitter*  
Suzanne McCormick, *SC Johnson*  
Katie Randolph, *Plaid*  
Julia Russo, *500 Startups*  
Laurel Severt, *Hirsch Philanthropy Partners*  
Sarah Shen, *Gilead*  
Eileen Silva-Tetlow, *KPMG*



*Top right* - Board member, Adam Tait, and Jennifer Russell help stock the food pantry at 37 Grove.

*Middle right* - Board member Doug Goelz organizes food for families.

*Bottom right* - Board member, Anne Parish, and Michael Parish greet donors dropping off gifts for Compass' annual Adopt-a-Family holiday program.

# FROM CRISIS TO OPPORTUNITY

## **Impact of COVID-19 on Homeless and At-Risk Families**

The COVID-19 pandemic devastated the livelihoods, health and safety of homeless and at-risk families. Homeless and low-income families were already struggling before the pandemic, but the impact of the crisis forced many families deeper into poverty and housing instability. On average, Compass families lost over 40% of their income in the first months of the pandemic, losing jobs, wages, access to healthcare and other essential resources.

Food insecurity and hunger were rampant among our families. Parents were faced with the difficult decision of paying rent on time or putting food on the table. For families living in our shelter, it was no longer possible to use the communal kitchen.

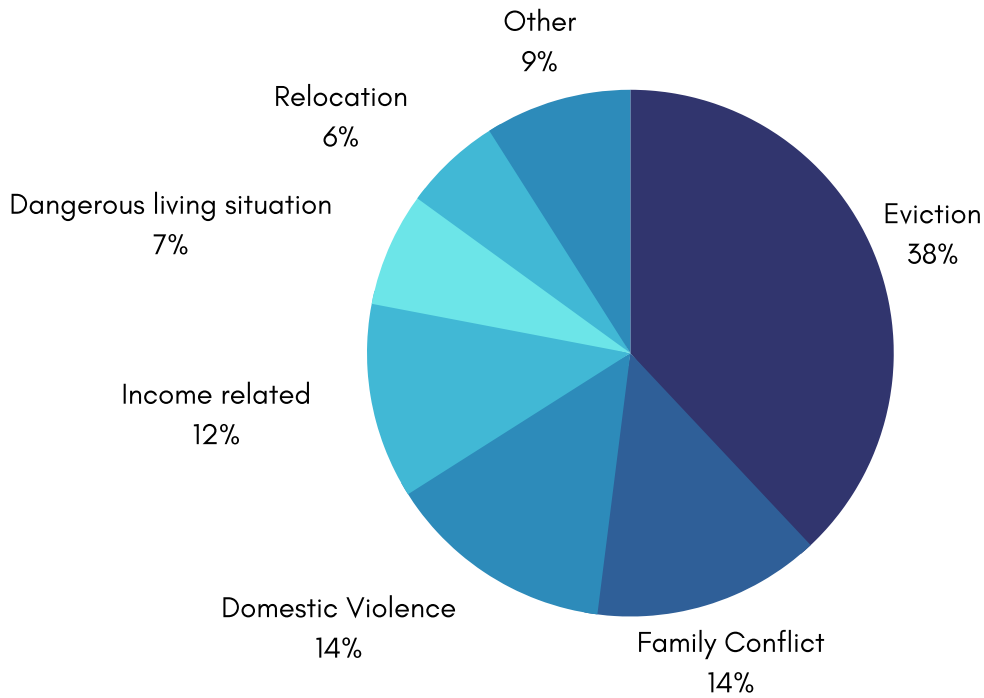
In addition to hunger, stress and isolation overwhelmed families who were already at their breaking points. Many homeless and low-income children and parents were in situations that put them at higher risk of contracting the COVID-19 virus and many did. With early childhood and school-aged education happening via distance learning, so many of our children struggled to focus in cramped spaces with limited - or no - internet connectivity.

Even if parents were able to work during the crisis, many of these jobs were in-person and in high-risk settings, increasing the likelihood of exposure. With a lack of available in person childcare, many parents were unable to go to work at all since that would mean leaving their young children alone and unsupervised. Sheltering in place also meant that families had limited access to social support networks or other outlets that they would ordinarily have relied upon during times of stress.

As the crisis dragged on, families struggled to keep up with rent payments with little to no income month after month. If families had any savings, they quickly blew through them and accrued up to tens of thousands of dollars in back rent debt. Additionally, many of the housed families that Compass serves live in unofficial rental situations that pose barriers to accessing rental assistance through government channels and put them at greater risk of eviction and homelessness.

FISCAL YEAR '21

## Causes of Family Homelessness



FISCAL YEAR '21

## How Compass Responded



467

families assessed for shelter/housing



122

families received financial assistance for eviction prevention



154

families placed in emergency shelter or transitional housing



464

families received financial assistance other than rent relief



125

families placed into stable housing

Mariela Esquivel performs an intake for a client at Compass' 37 Grove service hub.







OF FAMILIES ASSESSED  
12 MONTHS AFTER EXIT  
FROM A COMPASS  
HOUSING PROGRAM,  
**96% REMAINED STABLY  
HOUSED.**

# HOUSING: BACK RENT

As each month of the pandemic passed, families struggled to pay rent and bills with little to no income due to loss of jobs and decreased work hours. Despite a statewide eviction moratorium, many families were still facing eviction. For families to be protected by the eviction moratorium, they needed to provide their landlord with written documentation that they were unable to pay rent due to loss of income as a result of the COVID-19 crisis. Many low-income families lacked information about the process or faced barriers to providing the necessary documentation, including limited English proficiency. Many of these families did not know their rights to tenancy and some vacated their housing units soon after receiving an eviction notice even though they could have stayed housed.

Even before the pandemic, Compass offered rental assistance through our Rental Assistance Project; however, during the crisis, the volume of requests for financial assistance to pay back rent debt spiked dramatically. Government funding was unavailable for much of the year as we were prohibited from paying back rent when eviction wasn't immediately imminent, which it typically wasn't, due to the moratorium. Once government funding became available, many families found themselves ineligible or had difficulty applying due to language barriers, lack of appropriate technology, immigration status and, frequently, lack of required documentation and cooperation from landlords, especially in informal rental situations. Many families occupying their dwelling as subtenants did not qualify for

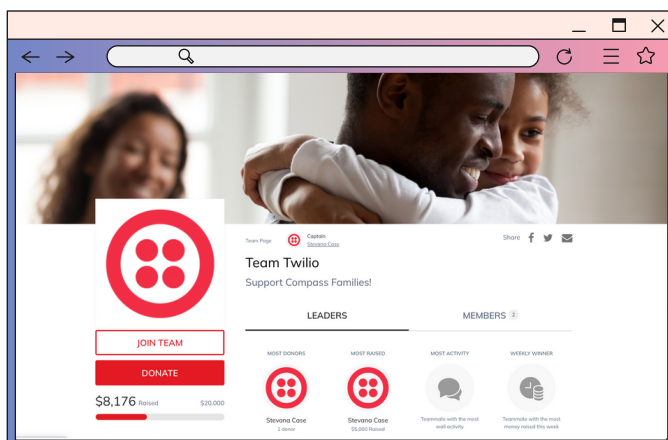
government assistance as they were not officially on the lease.

By December of 2020, Compass families collectively owed at least \$550,000 in back rent. To address this urgent need and prevent more families from falling into homelessness, Compass reached out to our community of supporters to help families pay off their back rent debt as part of our annual Adopt-a-Family holiday project. In a typical year, Adopt-a-Family pairs individuals, groups and corporate teams with Compass families who do not have the resources to buy holiday gifts. In 2020, in addition to shopping for gifts for their adopted family, donors were also given the option to help pay off a portion or the entirety of a family's rent debt.

The response to our call for help was incredible. With the generous support of individuals, families, community groups and corporate teams, we were able to chip away at the amount of rental debt Compass families owed. Many donor teams, like Twilio, created peer-to-peer crowdfunding campaigns to raise rental assistance funds for families in need.

With the flexible funding raised through our Adopt-a-Family back rent crowdfunding campaign, along with additional generous philanthropic contributions and some public dollars, Compass was able to put more than half a million dollars toward the collective back rent burden of our families during the fiscal year.

Over \$400,000 was raised to immediately help families pay off their back rent debt and stay stably housed.



Employees at Twilio raised over \$8,000 to support Compass families who were impacted by the pandemic.

## Here are the stories of some of the families who received rental assistance from Compass:



**A family of five with three children owed \$9,600 in back rent.** Mom recently had a baby and Dad was laid off and unable to find work during COVID. They were renting a room but were asked to leave. Compass helped **pay off the entirety of their rent debt and enrolled their youngest child in Compass Children's Center** so that both parents can start their job search without worrying about childcare.



**A single mom with two children owed \$9,000 in back rent.** She was working two jobs prior to COVID and was let go from one job and had hours severely reduced at the other job leaving her without enough income to make rent payments. **Along with helping her pay off her rent debt, Compass provided her with groceries and other basic necessities on an ongoing basis to help her get back on her feet again.**

“

*As an employee with the San Francisco Unified School District, I did not work this past summer. So, my rent got backed up and it has taken me months to catch up with my landlord. But, thank you, Compass Family Services, for your staff and your programs that have helped us to pay our rent and really enjoy Christmas.”*

- COMPASS FAMILY SERVICES CLIENT



Even the youngest Adopt-a-Family donors can make a big difference for Compass families.



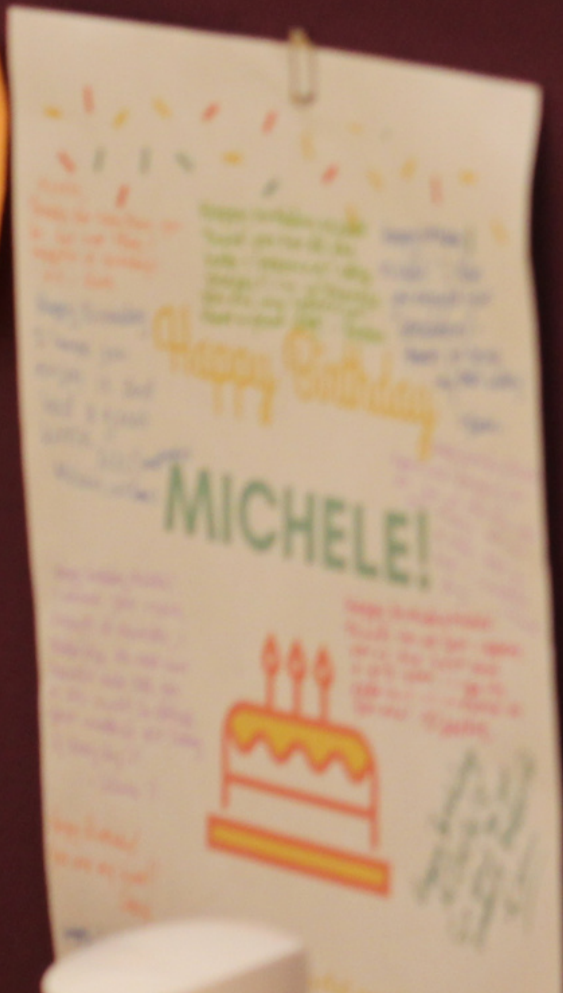
Supercell employees dropping off gifts for their adopted family.



Silena, Compass Family Shelter Director, bringing gifts to families at Shelter.

# POSITIVE PARENTING

Cee Cee Banks is a Parent Educator and the manager of Compass Family Resource Center. She facilitates Triple P Parenting (Positive Parenting Program) classes for Compass parents. Cee Cee works with parents to develop simple and practical strategies to help them cultivate positive relationships with their children and raise them to be happy and thriving.





# SUPPORT: C-WORK

Despite the rollout of vaccines and the beginnings of economic recovery, many Compass parents struggled to find stable work. The industries many had previously worked in, such as tourism and hospitality, were greatly affected by the pandemic and slow to return to pre-pandemic levels of operation, offering limited opportunities and fewer work hours.

To better support parents in finding sustainable work with livable wages, Compass launched a new workforce development initiative called Compass Workforce Development & Resources, or C-WORK, in January of 2021, within Compass Family Resource Center. Dedicated workforce case managers help participants address and remove barriers to employment, identify employment pathways, connect with training providers and assist our client parents to ultimately secure quality employment.

Compass' comprehensive workforce programming includes one-on-one case management, career coaching and a series of virtual workshops focused on topics such as job applications, soft skills, resume building, interview preparation and financial empowerment. Bilingual workforce case managers also host weekly virtual drop-in hours during which participants can receive support in their job search and address any barriers they are facing. Additionally, C-WORK collaborates with local organizations and businesses to connect Compass families with job opportunities and resources through virtual jobs fairs, career panels, workshops and more.

A major challenge that many Compass families face in finding employment is citizenship status. Many families are undocumented and do not qualify for employment in the traditional workplace. Compass is exploring ways to support undocumented families in finding stable work via various creative strategies, such as helping parents acquire Right to Work documents or supporting alternative employment pathways, such as entrepreneurship.

## **C-WORK Equity Pilot for Black Families**

In June 2021, Compass was awarded a \$300,000 grant from San Francisco's Office of Employment and Workforce Development to provide workforce development services and address disparities in employment and housing for low-income Black families in San Francisco. According to the 2019 Point-in-Time Count of homeless individuals in San Francisco, despite comprising only 6% of the overall population, Black or African Americans made up 37% of those identified as homeless. The C-WORK Equity Pilot for Black Families aims to remove barriers to employment and increase wages for San Francisco's Black families by hiring staff with deep connections to Black communities to provide significant focused outreach and support to Black community members, ensure culturally-responsive workforce development services, and build relationships with Black-owned businesses.

# C-WORK Outcomes as of June 30, 2021

---

**117** participants received barrier removal services, including support with getting a high school diploma, driver's license, childcare, COVID-19 relief services, criminal history record expungement, basic computer skills, English proficiency, and right-to-work documentation.

---

**123** participants received intensive case management around job readiness.

**23** participants were placed into secondary school, including community college and trade schools.

---

**99** participants received work readiness training on resume and cover letter writing, job applications, mock interviews, and financial literacy.

**12** participants were directly placed into employment.

---

“

*My hope for C-WORK participants is that they get the knowledge and resources to secure a career that will help support their families for many years to come.*

---

Michele Rimando  
Assistant Program Director  
Compass Family Resource Center  
C-WORK






COMPASS  
FAMILY SERVICES  
ng. Support. Hope.







Claudia, a Compass client, meeting with  
Juliana Dunn, a bilingual case manager.

# CLAUDIA

Claudia is a single mother with two young children in San Francisco. She had a difficult time returning to the workforce due to a lack of available childcare and was stuck on waitlist after waitlist with no end in sight. A friend recommended Compass to Claudia and she was connected with Leticia, a case manager at Compass Childcare Support Services, who provided Claudia with hands-on support to determine how best to meet her childcare needs, apply for childcare subsidies, visit childcare providers and explore her childcare options. With Leticia's support, Claudia was able to secure childcare for her children and started working as a housekeeper.

Claudia then joined C-WORK in order to build new skills and find more sustainable employment. Prior to joining C-WORK, Claudia did not know how to use a computer and had an email account she rarely used. With support from bilingual workforce case managers, Jackie and Juliana, Claudia was able to increase her computer literacy skills and build her confidence.

Claudia attended training and networking events through C-WORK, and her Compass case managers connected her with a local entrepreneurship program called CHALK that is providing her with skills to start her own business selling handmade jewelry from Oaxaca and supporting indigenous Oaxacan artisans. By starting her own small business, Claudia hopes to eventually earn a sustainable wage and have more time to spend with her kids. Thanks to the incredible support from the team at C-WORK, Claudia has been empowered to achieve her goals and feels more than ever that her dreams are within reach.

# HOPE: POWERED BY COMMUNITY

## **Community Support Drives Outcomes**

Since the beginning of the pandemic, in addition to our comprehensive programs focused on shelter, housing, childcare, mental health services and employment support for thousands of San Francisco children and parents, Compass has expanded our offerings to meet needs that began to emerge at the beginning of the health crisis - emergency supplies, COVID-related rental assistance, hot meals and exponentially more groceries and food pantry items, technology for distance learning and more. It takes at least a village to support families during this unprecedented time of need and we've seen our village rise to the occasion through an immeasurable amount of community support and generosity.

Time and again, Compass volunteers showed up to make a difference for our families, whether through packing groceries, delivering furniture to a recently housed family's new home, or helping organize clothes and toys at our 37 Grove service hub. Volunteers also helped launch innovative new initiatives to support Compass families. Our Homework Helpers project connected volunteer tutors with Compass children for weekly virtual tutoring, a meaningful supplement of academic support during distance learning. There is no task too small and every minute volunteers spent to support Compass meant more time for staff to provide critical direct services to families in distress. Last fiscal year, over 600 volunteers contributed over 10,000 volunteer hours to support Compass' mission to help homeless and at-risk families achieve lasting stability and well-being.

## **Family Stability is our North Star**

At Compass, we believe that families must achieve stability in four foundational areas to truly rise out of homelessness - health, childcare, housing and income. This seemed impossible in the midst of a public health crisis but despite the challenges, Compass was able to implement innovative solutions, adapting to the challenges and finding a way to get our services to the homeless and at-risk families that were more in need than ever. While in-person services are being provided across all Compass programs once again, virtual case management and teletherapy are flexible options that are here to stay. Families and case managers are more connected than ever before, with phone and video conferencing augmenting all-important in-person support. With the flexibility of a virtual option, families have an easier time accessing Compass services when they want and from where they want. With teletherapy, the no-show rate has decreased significantly and more than 320 families are receiving therapy services each month.

This past year was difficult for all of us. For homeless and at-risk families, it was a year filled with loss, trauma and great difficulty. Compass was here to support families at their lowest and as businesses reopen and the world enters a state of recovery, Compass will continue to be a beacon of support for families in need. Our ability to pivot and constantly provide comprehensive support for families was completely powered by community and hope, and together, we are creating a better future for San Francisco's homeless and at-risk families.



**Over 600  
volunteers  
contributed  
more than 10,000  
volunteer hours.**



*Top* - Mothers and daughters from National Charity League putting up signs they made to welcome donors dropping off gifts for Compass' annual Adopt-a-Family holiday project.

*Middle* - Teresa Backman, a Compass volunteer, with Mario Navarro, a Compass staff member. Every week, Teresa purchases food from Costco to stock the food pantry at Compass' 37 Grove service hub.

*Bottom left* - Merritt Richmond and her daughter volunteering to help Compass' annual fundraiser to support our programs.

*Bottom right* - Julie Lustig delivers bread from Boudin Bakery to 37 Grove to distribute to families.

# HOUSING. SUPPORT. HOPE.

## THE CAMPAIGN FOR THE SAN FRANCISCO FAMILY

With generous community support, we achieved our *Housing. Support. Hope.* campaign goal and raised \$30 million over three years to ensure that Compass Family Services will continue to be here for San Francisco's homeless and vulnerable families for as long as there is a need!

### Campaign funds support three key initiatives:

1. The creation of a permanent home for Compass at 37 Grove Street
2. New and expanded programs, including emergency COVID response
3. Ongoing delivery of essential support services

In 2018, Compass moved into 37 Grove Street, a three-story building housing many of Compass' programs and our administrative offices. Located in the Civic Center, the heart of the City, 37 Grove Street fulfilled Compass' vision for a one-stop shop for homeless and at-risk families to receive comprehensive services, including connecting with shelter, housing, childcare, mental health services and employment support.

Instead of passing through a revolving door, families who access services at Compass' 37 Grove service hub become a part of our community and are immediately connected to a support system of life-changing services, like-minded peers, and dedicated staff who are committed to helping families achieve their goals.

The *Housing. Support. Hope.* campaign made this interaction possible and has put Compass in a financial position where we know we will be here for homeless and vulnerable families for as long as the need remains. Owning the building, debt-free, we are able to focus exclusively on our programs and services, rather than the volatility of the commercial rental market. Every contribution over the past three years counted toward our \$30 million campaign goal and thousands of individuals and institutions are a part of this success.

With the pressures of the pandemic still looming unpredictably and a long road to recovery ahead for our families, Compass' comprehensive services are needed more than ever to help vulnerable families attain lasting housing stability, economic self-sufficiency and emotional well-being. Your investment in our families is an investment in our community and a better future for us all.

### Here is an example of the value of our comprehensive model at 37 Grove:

An unhoused family comes in seeking housing through Compass' Central City Access Point, one of San Francisco's three Access Points for Family Coordinated Entry.

While a Problem Solving Specialist is helping the family explore shelter and housing options, they find out that the family has a 3-year-old who needs childcare and facilitate a warm hand-off, connecting the family with a case manager from Compass Childcare Support Services to explore subsidized early education options.

After finding a good childcare program for their toddler, the family is then referred to Compass Family Resource Center to access employment services through C-WORK and groups and classes, such as Triple P Parenting, a women's support group, housing workshops and more, to address the issues of employment, economic self-sufficiency and family well-being.



# COMPASS FAMILY SERVICES

## HOUSING. SUPPORT. HOPE. CAMPAIGN DONORS

### \$1,000,000 +

Anonymous (2)  
 Mimi and Peter Haas Fund  
 Northern California Community  
 Loan Fund  
 Salesforce Foundation  
 Tipping Point Community

### \$500,000 - \$999,999

Anonymous  
 Google.org  
 Hellman Foundation  
 Twitter  
 Visa Foundation  
 The Harry and Jeanette Weinberg  
 Foundation, Inc.

### \$250,000 - \$499,999

Anonymous (2)  
 BlackRock  
 Alison and Peter Engel  
 Lisa Erdberg and Dennis Gibbons  
 Namir Faidi  
 Priscilla and Keith Geeslin  
 The Horace W. Goldsmith Foundation  
 The William Randolph Hearst  
 Foundation  
 William G. Irwin Charity Foundation  
 Beth Roy Jenkyn and Oliver Jenkyn  
 Silver Giving Foundation  
 Katie and Todd Traina  
 (Bundy Family Foundation)  
 Ashley and Minott Wessinger  
 (The McKenzie Foundation)

### \$100,000 - \$249,999

Anonymous  
 Nancy and Doug Abbey  
 Bainum Family Foundation  
 JoAnn and Jack Bertges  
 Victoire Reynal Brown  
 Jennifer Christie  
 Carolyn and Chris Colpitts

Erica and Ken Gregory  
 Gruber Family Foundation  
 JP Morgan Chase  
 Lauren and Andrew Kowal  
 Nellie and Max Levchin  
 Leesa Miao and Martin Romo  
 Anne and Michael Parish  
 SC Johnson  
 The Sears Family  
 Sayuri and Craig Sharper  
 Morris Stulsaft Foundation  
 Sutter Health CPMC  
 Walter & Elise Haas Fund

### \$50,000 - \$99,999

Bothin Foundation  
 Nancy Field and Kyle Anderson  
 Stephanie and Dick Fredericks  
 Beth and James Gassel  
 Elizabeth and Steve Jeffords  
 Brenda Jewett  
 Meridee Moore  
 Sobia and Nadir Shaikh  
 Karen and Christopher Wagner

### \$25,000 - \$49,999

Nancy and Joachim Bechtle  
 Joanie and Robert Daoro  
 Steven Dinkelspiel  
 Meghan and Greg Harris  
 Krista and Aaron Moatz  
 Tim and Amy Moffet  
 Julie and Will Parish  
 Stephanie and Paolo Zeppa

Compass' annual spring event, HOME 2021 on May 18, 2021, raised over \$789,000 to help ensure that Compass' services will be here for San Francisco's homeless and vulnerable families for as long as they're needed.

Photography by Robert Gumpert.



# DIVERSITY, EQUITY, INCLUSION & BELONGING

As an organization that serves families from vulnerable populations, many of which are Black, Latinx, and/or undocumented, a strong commitment to Diversity, Equity, Inclusion, and Belonging at Compass is at the core of all aspects and areas of our work as they impact our clients, our staff, our stakeholders, and our place in the community.

The COVID-19 crisis brought to the forefront existing racial and economic inequities in our society. While some were able to shelter in place and work from the comfort of their homes, many populations, including many people of color, immigrants, and refugees, did not have those same privileges and were disproportionately impacted by the crisis. In particular, Black and Latinx households experienced higher levels of COVID-19 transmission due to the increased likelihood of working in high-risk settings and living in unsafe conditions. Black and Latinx families are also more likely to experience homelessness due to generational poverty and violence.

Compass is committed to creating a system that is equitable and fosters a culture of inclusion that leverages diversity to empower families to achieve housing stability, self-sufficiency and well-being. This work is continuous and critical to creating better futures for all of us.

## **Supporting Black Families Evaluation Project**

Black people are only 6% of the overall population in



San Francisco, but make up 37% of those identified as homeless. In January 2021, Compass Family Services launched the Supporting Black Families Evaluation Project to understand how well we are meeting the needs of Black families with regard to inclusion and belonging and how we can do better.

Our ultimate goal is to ensure that we are providing consistently high quality, equitable, inclusive, and culturally responsive services to ALL families.

As a first step, we invited Compass clients who identified as Black or African American to participate in one of four focus groups and share their experiences working with Compass. Here are the results:

**11 clients identifying as Black or African American participated in one of four focus groups**



**We asked families in the focus groups:**

- How would you describe your experiences working with Compass Family Services?
- What creates a sense of belonging and inclusion?
- What can Compass do better to support Black families?

---

## **Here's what we heard from families in the focus groups:**

### **Positive experiences:**

- Staff provided clients with individualized support that affirmed their unique experiences
- Staff provided clients with a warm welcome and attended to their immediate needs
- Staff provided clear information about processes and goals

### **What needs improvement:**

- Black clients experience stigma reaching out for support
- Black clients were not feeling consistently heard, understood, or valued
- Black clients have experienced negative or unfair treatment by staff due to their race/ethnicity

---

## **Here's what Compass is planning:**

### **Hiring and Human Resources:**

- Create a written plan to hire more Black Staff
- Include diversity, equity, inclusion, and belonging-specific questions and scenarios in the hiring and interview process

### **Training & Professional Development:**

- All staff are required to attend diversity, equity, inclusion and belonging and cultural responsiveness trainings
- Ongoing staff support and coaching on how to respond to racial mistreatment and trauma experienced by clients

### **Policies, Protocols & Practices:**

- Improve front door, first response, and triage practices to reduce bias
- Improve process to address case manager turnover and reduce response and follow-up time
- Formalize grievance process and provide clear information and easy access to the process

### **Partnerships:**

- Create space for Black families to come together and network with Black organizations and groups in San Francisco
- Engage with and receive support from trusted community partners on working with Black families to improve cultural competency and increase trust in Compass

### **Client Engagement:**

- Create regular opportunities for Black families to share feedback with Compass (ex: focus groups, surveys, etc.)
- Create a task force/oversight committee for Black families, staff, and community partners to help implement and evaluate recommendations and build a positive and empowering community



# 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, 2021

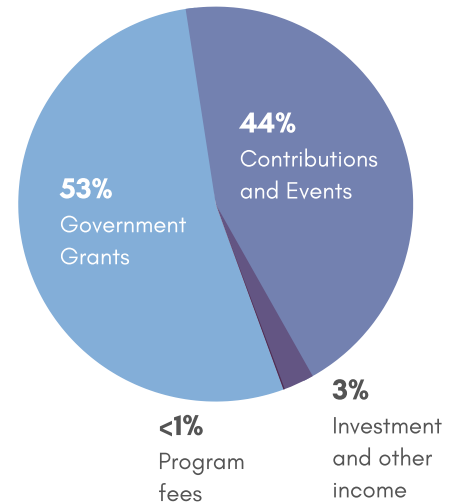
### Statement of Activities

#### Revenues

Government Grants (City, State and Federal)	\$10,454,079
Contributions and Events	\$8,705,609
Program Fees	\$21,692
Investment and Other Income	\$489,895

---

<b>Total revenues</b>	<b>\$19,671,275</b>
-----------------------	---------------------

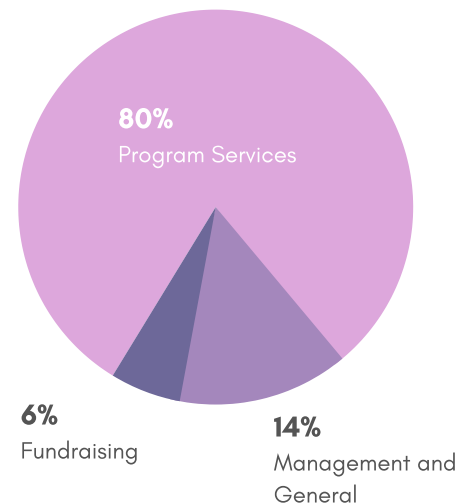


#### Expenses

Program Services	\$13,387,419
Management and General	\$2,338,315
Fundraising	\$969,139

---

<b>Total expenses</b>	<b>\$16,694,873</b>
-----------------------	---------------------



<b>Change in net assets</b>	<b>\$2,976,402</b>
<b>Net assets, beginning of year</b>	<b>\$21,595,354</b>
<b>Net assets, end of year</b>	<b>\$24,571,756</b>

# 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, 2020 and June 30, 2021. Each gift powers our mission to help families achieve long-term stability and success. Thank you!

## **Dream Maker \$100K+**

Anonymous  
Tenah and Chad Dyer  
Priscilla and Keith Geeslin  
Sanjay Ghemawat  
Nellie and Max Levchin  
Sayuri and Craig Sharper  
Walnut Fund  
Susan Wojcicki and Dennis Troper

## **Home Provider \$50K+**

Anonymous  
Alison and Peter Engel  
Elizabeth and Steve Jeffords  
David L. Klein, Jr. Fund  
Lauren and Andrew Kowal  
Leesa Miao and Martin Romo  
The Roy Jenkyn Family  
Katie and Todd Traina  
Diane Wilsey

## **Education Proponent \$25K+**

Anonymous (2)  
Victoire Reynal Brown and  
Owsley Brown  
Heidi Castelein and Alex Fisher  
Carolyn and Chris Colpitts  
Dana and Robert Emery  
The Elizabeth Fontaine  
Revocable Trust  
Erica and Ken Gregory  
Margaret and Will Hearst  
Heidi Hopper and Jeffrey Dean  
Brenda Jewett  
Sara Johnson and Freddy Kerrest  
John Keker

Katlin Smith  
Chuck Williams Donor Advised Fund

## **Parent Advocate \$10K+**

Anonymous  
JoAnn and Jack Bertges  
Sylvia and Malcolm Boyce  
Dalana Brand  
Pamela Burke and  
Geoffrey Rushing  
Jennifer Caldwell and  
John H.N. Fisher  
Martha Ehmann Conte  
Margaret Crandall  
Joanie and Robert Daoro  
Stephanie DiMarco and  
Jim Harleen  
Steven Dinkelspiel  
Lisa Erdberg and Dennis Gibbons  
Nancy Field and Kyle Anderson  
Lee Flynn  
Friar Riley Family Fund  
Beth and James Gassel  
Marcia and John Goldman  
Stephen Hearst  
Judith Hellman  
Leslie and George Hume  
Susan Karp and Paul Haahr  
Jean and Sho Kuwamoto  
Mairi McKeever and  
Chuck Lewkowitz  
Anne and Michael Parish  
Maya and Ned Segal  
Molly and David Wadhvani  
Karen and Christopher Wagner  
April Walters

Cynthia Weldon and Jamie O'Hara  
Ruth Wu

## **Skills Builder \$5K+**

Anonymous (5)  
Vanessa and Christopher Aycock  
Barbee and Bruce Callander  
Pamela and John Casaudoumeq  
Stevana Case  
Dana Corvin and Harris Weinberg  
Susan Cummins and Rose Roven  
Tasha Dial  
Jeanne Dinkelspiel  
Meredith Dioro  
Molly and Andrew Dodson  
Sherwood Doud  
Randi and Bob Fisher  
Linda Jo Fitz  
Beverly and Joseph Giraud  
Doug Goelz  
Sabrina and Mick Hellman  
Valerie and Tim Houts  
Nadja Jackson  
The Jackson Family Foundation  
Alison and Mike Mauze  
Clare McCamy-Miller and  
Harrison Miller  
Tina Mehan  
Maryam and Oran Muduroglu  
Kana Muraki and Lawrence Miao  
Aimy Ngo  
Susan and Jim Omura  
Lisa and Travis Pearson  
Therese Post and John O'Donnell  
Merritt Richmond  
Laura Roebuck and William Meehan

Brigitte Sandquist and Phil Black  
 Beatrix and Mike Seidenberg  
 Yael and Itamar Simonson  
 Jane and Paul Stewart  
 Kat Taylor and Tom Steyer  
 Jacqueline and Yat Ping Tong  
 Natalie Walrond and  
 John Brockland  
 Lisa and Gregory Wendt  
 Deann Wright and Luke Evnin

**Job Coach \$2.5K+**

Anonymous (6)  
 Nancy and Doug Abbey  
 Leith Brooks Barry and  
 Stewart Barry  
 Anna Bernstein  
 Neta Bikovsky  
 Tiffany and Carl Bindoo  
 Lisa and Brian Bogosian  
 Sophia and Marc Boroditsky  
 Leela De Souza Bransten and  
 Peter Bransten  
 Brett Kelly Family Foundation  
 Lycia Carmody  
 Christina Carroll  
 Chandoha and Anderson Family  
 Charitable Fund  
 Crystal Cobb  
 Cockle Family  
 Lanier Coles  
 Christine Leong Connors  
 Gregory Corvi  
 Aric Davis  
 Kimberly Ellis and Campbell Judge  
 Joelle Emerson  
 Pamela Fransch and Victor Kisch  
 Megan and Christian Giannini  
 Max Boyer Glynn and David Glynn  
 Jennifer and Randy Gridley  
 Karen and Robert Griggi  
 Katherine Gunther and Daniel Zoll  
 Barbara and Bill Hazen  
 Adrienne Herman  
 Jessica Ho  
 Hobson/Lucas Family Foundation  
 Susanne Hoelscher  
 Kerry and Sean Honey



*Erica Kisch, Executive Director, helping families looking for services at Compass' 37 Grove service hub.*

Kelsey Jackson and Gerald Cahill  
 Bradley and Chris James  
 Marylou Karp and Ken O'Brien  
 Elliot Kendall  
 Julie and Connor Kidd  
 Kinney/Sandquist Family Fund  
 Sloan and Rob Klein  
 Adair Lara  
 Diane Larrabee  
 The Howard and Irene Levine  
 Family Foundation  
 Julie and John Lin  
 Alex Mandel  
 Alejandro Mayer  
 Stacy and Michael McCarthy  
 Clara and Steven Miller  
 Amy and Timothy Moffet  
 David Moore  
 Oleg Nodelman  
 Katie and Matt Paige  
 Dorothy and Alec Perkins Fund at  
 The Chicago Community  
 Foundation  
 Joana Peterson

Leslie and Nick Podell  
 Lori and Chris Potter  
 Steven Ragland  
 Scott Rubin  
 Katherine Savitz  
 Sobia and Nadir Shaikh  
 Tammy and Robert Sher  
 Gretchen Sisson  
 Jessica Spaly  
 Sarah and Joseph Stilwell  
 Leslie Tagorda and David Farrell  
 UBS Financial Services Inc.  
 Caitlin Walsh and Austin Locke  
 Caroline White  
 Nicole and Kenneth Whiting  
 Jen Wylegala and Daniel Calamuci  
 Laura Yip

**Family Supporter \$1K+**

Anonymous (23)  
Sara and Sohaib Abbasi  
Kathlyn Adamson  
Deborah Adler  
Afeef Ahmed  
Katie Albright and Jake Schatz  
Katherine Allen  
Claire and Eric Alt  
American Institutes for Research  
Shan Andrews  
Erick Armbrust  
Maryse Aubert  
Julie Baeder  
Jim Baer  
Victoria Baldwin and  
Richard McNally  
Janice and Matthew Barger  
Maria Barisano  
Roseanne and Keith Barry  
Carolyn, Frank and Cooper Basile  
Michelle and John Battelle  
Wendy Bear  
Courtney Benoist and Jason Fish  
Sandy and Tom Bertelsen

Andrew Birnbryer  
Annette Brands  
Scott Breudecheck  
Mollie Brown and Warren Browner  
Skylar Brown  
Susie and Mark Buell  
Allison Butler and Richard Peers  
Lesley and Ireland Cannan  
Liza and Joseph Cannata  
Catherine Carney and  
Richard Nederostek  
Mary E. Carp  
Sarah Carver  
Rachel Castillo  
Anne Chambers  
Alison Chaput  
Charles River Associates  
Carolyn and Andrew Chatham  
Britte Cheng and Carlin Vieri  
Mina Choo, Noelle and Noah Pak  
Linda Chowdry  
Eleanor Chung  
Alan Coe  
Kathy Coffey  
Daniel Cohen

Jan Cohen  
Amy Cole  
Amy Coleman  
Mary Coleman  
Deborah Coley  
Cathy Conk  
Nancy and Chris Connery  
Gloria Cooper  
Angela and Scott Crabill  
Ashley and Paul Dalzell  
Juan Daniels  
Hendy and Jon Dayton  
Cathy and Sandy Dean  
Deane Family  
Richard DeNatale  
Lori and Mark Dietrich  
Frances Dinkelspiel and  
Gary Wayne  
Nancy and Joseph DiSabato  
Elizabeth Dodd and Jim Boddy  
Quang Duong  
Jacqueline and Christian Erdman  
Elizabeth and Bruce Ericson  
Andrea Evans and Chris Lehane  
Jennie and Konrad Feldman  
Stephanie and Dick Fredericks  
Suzanne Frey  
Jessica and Stephen Galloway  
Julie Garcia  
Kimberly and John Garfinkel  
Israel Garland  
Alison Geballe  
Maria and Patrick Geoghegan  
Sofia Geoghegan  
John George  
Jennifer Gette  
Robyn and Frank Ghali  
Sarah Gilligan  
Caroline Gillis  
Emily and Phil Ginsburg  
Mary Glide  
Linda and Richard Goldberg  
Margot Golding and  
Michael Powers  
Penelope Goldsmith  
Adriana Gores and John Lamm  
Chrysanthe Gussis  
Ori Gutin



*Children at Compass Clara House, a transitional living facility for homeless and at-risk families, making arts and crafts after school.*

Katherine Harbin and  
 Adam Clammer  
 Suzanne and Juan Harrison  
 Meredith Harvey  
 Erin Hassey  
 Colette Hayes and Michael Rolig  
 Jessica Herman  
 Kari Hill  
 Lisa Hockin  
 Gretchen Hollstein and Jim Mayer  
 Bethany and James Hornthal  
 Scot Horrobin  
 Roger Housden  
 Huey Hua  
 Michelle Hudson  
 Patricia Hurley and David Stubbs  
 Daniel James  
 Stacy and Steve Jensen  
 Jennifer Jerde  
 Mark Kalaw  
 Megan and Sandy Kaplan  
 Richard Karoly  
 Erin Kearins and Mat Rick  
 Nancy Kestenbaum and  
 David Klaffer

Vivek Khanna  
 Liz and Gabe Kind  
 Ashley Kirzinger  
 Eric Knault  
 Arlene and Steve Krieger  
 Kelsey Lamond  
 Laurel Realty  
 Danielle Lazier  
 Brian Leibowitz  
 Jeremy Leitman  
 Stephanie and Tim Leonard  
 Andrea Leszek and Ali Shamsi  
 Nate Levine  
 Melissa Li  
 Jacqueline Little and Henry Turmon  
 Anne, Tony, Mariza and Zio Lopez  
 Adam Lovingood  
 Alice Lowenstein and  
 Laurence Berger  
 Nisrene and Benjamin Lund  
 Jennifer Lynch and Justin Schuster  
 Ali Mafi  
 Corine Maggio  
 Katie Margillo



*A child living at Compass Family Shelter showing off her new stuffed animal thanks to generous donations from Project Night Night.*

Timothy Marks  
 James and Katherine Marsh  
 Kristen and Michael McCarthy  
 Mary and Thomas McCarthy  
 Kyri and Aaron McClellan  
 Patricia McCormick  
 Casey McKerchie  
 Sommer McKinley  
 Emily McKinnon  
 Mike McNeill  
 Anna McShane  
 Fran and David Meckler  
 Christie and Michael Meehan  
 Nancy Meyer and  
 Christopher Meyer, PhD.  
 Paulette Meyer and  
 David Friedman  
 Veronica Middleman  
 Henry Milich  
 Claire and Jessica Milligan  
 Krista and Aaron Moatz  
 Kathryn and Aaron Money  
 Haley Moore  
 Anita and Anson Moran

Morgan Morgan and  
 Phillip Lamoreaux  
 Martina and Tom Murphy  
 Kelley Myerberg  
 Heidi Sabelhaus Myers and  
 Steve Meyers  
 Andrea and Scott Nagelson  
 Kari Nelson  
 Peter Newell  
 Kathleen and Eric Newsom  
 Kelly Niparko  
 Alx Nixon  
 Martha Nye  
 Kevin Oliver  
 Shannon and Shawn O'Neill  
 Daniel Orlikowski  
 Katherine Orr  
 Vinay Pallegar  
 Julie and Will Parish  
 Sarah Patterson  
 Isaac Payne  
 Jesse Peirce  
 Steven Perez  
 Yuliy Pisetsky



*Alexa Flores, Teacher, Wei Ying Jiang, Site Supervisor, and Amy Yu, Substitute Teacher, with students at Compass Children's Center celebrating graduation!*

Jonathan Poon  
 Jane and Nick Prior  
 John Pritzker  
 Laura and Alex Pytlarz  
 R&D Management, LLC  
 Karla Rabusch  
 Katie Randolph  
 Heather Regan  
 Janet Reider and Tom Frankel  
 Patricia Remch and Andy Porat  
 Kathryn Roberts  
 Jill Robertson  
 Regina Rodgers  
 Natalie Ross  
 Ruth and Richard Rozen  
 Dan Ryan  
 Laura and Jim Schlueter  
 Liliane and Edward Schneider  
 Sharkey Rowe Family  
 Sher-Right Fund  
 Shorenstein Realty Services  
 David Sirey  
 Albert Sisto  
 Becca Slater  
 Catherine Slavonia  
 Claire Solot and Sinjin Bain  
 Heidi Spirgi

Dawn Sprague  
 Sallie Squire  
 Eric Stahl  
 Lisa and Greg Stanger  
 Jason Steuerwalt  
 Caroline Stevens  
 Peggy and Craig Straley  
 Andrew Stromberg  
 Kathy Swindle  
 Thomas Tauber-Marshall  
 Kathy and Kurt Taylor Gaubatz  
 Kyle Teese  
 Lauren Thornhill  
 Leslie Thorpe  
 Connie Tiret  
 Ryan Tiret  
 Anita Trachte and Timothy Mason  
 Robert Tufts  
 Katherine Ullman  
 Ellen Veomett and  
     Aaron Rappaport  
 Kathleen and Billy Volkmann  
 Phuong Vu  
 Abigail Wainwright and Isabella Hill  
 Liz and John Warner  
 Erin Watson  
 Meghan Weir and Andrew Judd

Lauren Weiss  
 Marisa Wertheimer and  
     Stuart Corvin  
 Amber Wheeler  
 Robyn Wilkinson and Steven Linde  
 Erin Willard, Peter and  
     Clara Hultman  
 Amalia Wille  
 Meredith Williams  
 Suzanne Willis and Anne Favvre  
 Crystle Wong  
 Amy Wright and Ed Batista  
 Esa Yonn-Brown  
 Eric Zeiner  
 Susan Zetzer  
 Karen and Stephan Zuercher

**Life Starter \$500+**

Anonymous (31)  
 Sylvia Adler  
 Carla Altizer  
 Hirni and Tarang Amin  
 Rita Anderson  
 Shannon and Cam Anderson  
 Anagha Apte and Arvi Sreenivasan  
 Janice Azebu and Diane  
     Dunwoodie  
 Melinda Bacharach  
 Batik and Hahn Family  
 Wallace Beard  
 David Becher  
 Teena Berman and Owen Hart  
 Laksh Bhasin  
 Traci Bone and Jonathan Lakritz  
 Lisa Bransten  
 Ann Loar Brooks and Steven Brooks  
 Vanessa Brown  
 Rouzbeh Brumand  
 Peter Buckingham  
 Keana Castillo  
 Dan Cawley  
 Edward Chang  
 Emily Chao  
 Kristian Chavez  
 Paulette and Elmer Chinn  
 Tiffany Chu  
 Janell and Joe Ciatti  
 Nicole Colwell

Robert Cotterman and Rob Giljum  
 James Coursey  
 Roslyn Coutinho  
 Critchfield Cohn Family Fund at the  
 East Bay Community Foundation  
 Jamie Crombie  
 Gemma Dags  
 Adriana Dahik Loor  
 Timothy Daley  
 Santanu Datta  
 Christiane de Bord  
 Kara and Patrick Dennis  
 Mary and Jonathan Derry  
 Theresa and Ed Diao  
 Kate Ditzler  
 Ana Dixon  
 Graham Dobson and Mick Hughes  
 Kallyn Dowell  
 Andrea Dunlap  
 Kathleen Dutton  
 Peter Dworkin  
 Sandra and James Earl  
 Holly and Rick Elfman  
 James Ellis  
 Caitlin Epstein  
 Robert Feasley  
 Cherielyn and Tom Ferguson

The Fink Family Fund  
 Barbara Foley  
 Lizanne Fontaine and  
 Robert Buckholz  
 Carolyn and James Forsyth  
 Kimiko Fox  
 Jeffrey Fraenkel  
 Kim Fredkin  
 Diana Frurip  
 Brianne Gagnon  
 Suanne and Jeff Gamble  
 Carol Dimeling Gee and  
 Timothy Gee  
 Cigdem Gencer  
 Krista Gettle  
 Sharmila Ghosh  
 Laurien Gilbert  
 Monica Gon  
 Erin Gordon and Craig Etlin  
 Colin Gottlieb  
 Crystal Granger  
 Brian Gross  
 Amanda and Andrew Hamel  
 Amanda Hamilton  
 Leslie Harlson and Jared Brubaker  
 Jennifer and David Hatfield  
 Elizabeth and Thayer Sylvester Hoe

Mike Holland  
 Pamela Hommeyer  
 Charlyn Hook  
 Hsiomei Hung and Roger Mead  
 Jessica and Brian Huppi  
 John Ingraham  
 Molly Ireland  
 Bixby Jamison  
 Marina and Chris Jones  
 Jake Kanter  
 Michelle Kaplinski  
 Deanne Katz  
 Susan Ketcham  
 Kelly Kistner  
 Kathy Klein and Scott Fink  
 Monique Koenigsberg  
 Christina Kosmowski  
 Katie Kruizenga  
 Michele Kuhns  
 Katrina Lake  
 Joseph Lanam  
 Robin Latour  
 Frank Laudadio  
 Martina and Eric Lauterbach  
 Dickie Lee  
 David Leifer  
 Sara and Derek Lemke-von Ammon  
 Andreas Leuther  
 Fred Levin  
 Craig Lipton  
 Gloria Liu  
 Carl Lonnberg  
 Patricia and Dexter Louie  
 Elise Lufkin  
 Jessica Lunney  
 Philip J. and Carol J. Lyons  
 Foundation  
 Diana Macias  
 Sarina Madan  
 Lawrence Margoles  
 Jeffrey Matthews  
 Jessica McCormack  
 Deborah McCrimmon and  
 Aaron Johnson  
 Brian McInerney  
 Ross McLachlan  
 Erica Meadows



*Darah Fry, Infant Toddler Teacher, engaging in play-based learning with a child at Compass Children's Center.*

Lisa Mihaly  
 Emily Miller  
 Melissa Millsaps  
 Erica Missildine  
 Chris Moore  
 Debra Moore  
 Carolyn Morse  
 Shawn Mortensen  
 Elaine Moskowitz  
 Elena Gates Motlow and  
 Geoff Motlow  
 Thomas Moulton  
 Monica and Jason Munoz  
 Elizabeth Nartker  
 Jessica Nastor  
 Christine Nath  
 Susan Neth  
 Judy Ngo  
 Nikolaj Nielsen  
 Jodi Ninomiya  
 Maureen Offer  
 Arne Olson  
 Rachel and Michael Osborne  
 Jeffrey Palladini  
 David Pascal  
 Victoria Peet  
 Mary Noel Pepys  
 John Phillips  
 Mark Pincus  
 Matthias Plappert  
 Michael Portuesi  
 Lauren Pufpaf  
 Megan Quinn  
 Kay Rabin  
 Rainbow Grocery Cooperative, Inc.  
 Helen Raiser  
 Himanshu Raj  
 Christine and Greg Randolph  
 Michele Raska  
 Julie Ravn  
 Brienne Read  
 Charles Rice  
 Austin Roberts  
 Bridget Roddy  
 Patricia and Chris Roman  
 The Ropp Family  
 Martin Rose  
 Kenneth Rowe



*Kids with groceries at Compass Family Shelter.*

Marci Rubin  
 Zainab and Aric Rupawalla  
 Jennifer Russell and Adam Tait  
 David Ryba  
 Michael Sabarese  
 Daniel Saffer  
 Shipley Salewski  
 San Francisco Private Dining  
 Venues (SFPDV)  
 Alison Sanders  
 Roger Sandquist  
 Jaimie Sanford and Ted Storey  
 Caroline and Robert Schmalz  
 Laura Schuler  
 Catarina and Andy Schwab  
 Charles Schwab Foundation  
 Simply Credit, Inc.  
 Hannah Skelton  
 Lucy Sogard  
 Emily and Javier Soltero  
 Sheila Stuart  
 Dan Sulfaro  
 Navid Ahmad Tahiri  
 Annalisa Tharakan  
 Lance Thomson  
 Linsey Thornton  
 Alexandra Tiant  
 Jean Tom  
 Stephanie and Keith Tomao  
 Kristy Trabert

Charlotte and Scott Tracy  
 Ashlie Tubb  
 H.E. Turner and Brian Keil  
 Skylar Ulrich  
 Gilbert Unangst  
 Jo Vanderham  
 Mary and Terry Vogt  
 Vungle, Inc.  
 Lucy Milligan Wahl and Andrew  
 Vaillancourt Wahl Fund  
 Selina Wang  
 Dennis Waring  
 Mary Jane Weaver and  
 Chris da Cunha  
 Nancy and Bob Weber  
 The Weisman Foundation  
 Heather West and Larry Karp  
 James West  
 Matt Westbrook  
 Michael Whitmire  
 Valarie Williams  
 Frances Wincek  
 Georgeanna Wingate  
 Lara Witter and Kurt Sigfstead  
 Ian Woods  
 Kathryn Alexis Woods  
 Kelly and Paul Wright  
 Paul Youn  
 Majid Zarrinkelk  
 Michael Zukerman



# ADOPT-A-FAMILY

Our Adopt-a-Family donors provide many smiles to the faces of Compass children every year. They also bring much relief to struggling Compass parents who lack the resources to fulfill their children's holiday wishes. 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 23rd year of our Adopt-a-Family project, 540 families were matched with 490 donors. In addition, over \$400,000 was raised to help families impacted by the pandemic to pay off their rental debt and stay stably housed. Thank you!



*Top left* - Salesforce employees dropping off their Adopt-a-Family gifts.

*Top right* - Compass staff members, Rebecca Herman and Annie Quach, ready to distribute gifts to families.

*Middle left* - Alejandra Rassvetaiieff, a Compass staff member, delivering gifts to families' homes.

*Middle right* - Kris Otridge running her sixth year of Adopt-a-Family with help from our coordinator, Iliana Talamantes.

*Bottom* - Adopt-a-Family volunteer, Brandon Bartel, helping organize hundreds of gifts for families.

# SUPPORTERS

Compass Family Services works closely 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 supporters 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+**

Mimi and Peter Haas Fund  
Salesforce.com Foundation

## **Innovator \$250k+**

Anonymous (2)  
Tipping Point Community

## **Builder \$100k+**

BlackRock  
Hellman Foundation  
Safe & Sound  
Silver Giving Foundation  
Twitter

## **Venture \$50k+**

Bainum Family Foundation  
Bothin Foundation  
Gruber Family Foundation  
Kaiser Permanente  
SC Johnson  
The Harry and Jeanette Weinberg  
Foundation

## **Angel \$25k+**

Bank of America Charitable  
Foundation, Inc.  
Children of Shelters  
Evelyn and Walter Haas, Jr. Fund  
Walter & Elise Haas Fund  
Ingenio  
JP Morgan Chase Foundation  
Litman Gregory Asset Management  
Qatalyst Partners LP  
Quest Foundation  
Visa, Inc.

Wells Fargo Foundation  
Zendesk Neighbor Foundation

## **Seed \$10k+**

Donald and Carole Chaiken  
Foundation  
Comerica Bank  
First Republic Bank  
James A. Folger and Jane C. Folger  
Foundation  
William G. Gilmore Foundation  
Houlihan Lokey  
Low Income Investment Fund (LIIF)  
Redwood Credit Union  
Room at the Inn Foundation  
George H. Sandy Foundation  
Verizon  
Zocchi Family Foundation

## **Accelerator \$5k**

Allied World Assurance Company  
Ashbury Children's Foundation  
Cathay Bank Foundation  
Clay Foundation - West  
Credit Suisse  
James Irvine Foundation  
Jewish Community Federation and  
Endowment Fund  
Kelly Family Cuidiu Foundation  
LSP Family Foundation  
Meyers + Engineers  
MUFG Union Bank Foundation

## **Starter \$2.5k**

Anonymous  
Atheria Law

Creative Planning  
Etsy Impact Fund  
F Three Foundation  
Glynn Capital  
John and Marcia Goldman  
Foundation  
Hansch Family Charitable Fund  
Hotwire Global Communications  
In-N-Out Burger Foundation  
RMLow Foundation  
The Elinor Smith Charitable Trust  
Sutro Footwear

*Top left* - SC Johnson donated pallets of Method brand soap and hygiene items for families.

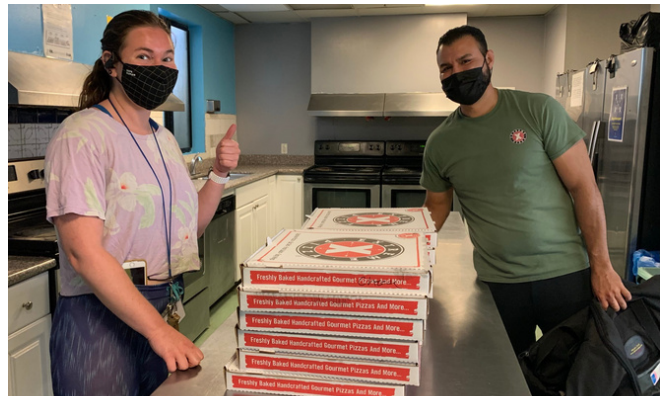
*Top right* - Covington & Burling LLP donated \$10,000 in UberEats gift cards to provide meals for the families at Compass Children's Center.

*Middle left* - San Francisco Federal Credit Union dropped off 300 Halloween treat bags for Compass kids.

*Middle right* - Zendesk employees hosted a toiletries drive to support Compass families.

*Bottom left* - Jackie Jaochico and the employees of First Republic Bank hosted a winter basic needs drive donating hundreds of warm coats, blankets and other hygiene items for Compass families.

*Bottom right* - BitFlyer provided pizzas for the families at Compass Family Shelter.





*We are unemployed since March 2020 due to COVID-19 and we could not pay our rent for several months because the money we had was for essential expenses, mainly for the needs of my 2-year-old boy. Thanks to the generosity of people like you, I know that we will not lose our home and we will move forward. I have no words to describe how thankful we are of this beautiful thing you're doing for my small family. I wish that the universe returns this to you with all the best of the best. Thanks!*

- COMPASS FAMILY SERVICES CLIENT



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.

**37 GROVE STREET SAN FRANCISCO, CA 94102**

[www.compass-sf.org](http://www.compass-sf.org) | 415-644-0504