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,

Erica Kisch, LCSW
Executive Director

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 Ody niec
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 57 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.
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

- Eviction: 38%
- Family Conflict: 14%
- Domestic Violence: 14%
- Income related: 12%
- Other: 9%
- Dangerous living situation: 7%
- Relocation: 6%
- Relocation: 6%

FISCAL YEAR '21

How Compass Responded

- 467 families assessed for shelter/housing
- 154 families placed in emergency shelter or transitional housing
- 125 families placed into stable housing
- 122 families received financial assistance for eviction prevention
- 464 families received financial assistance other than rent relief
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.
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
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.
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
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.
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 57 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.
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 and James Gassel
Elizabeth and Steve Jeffords
Brenda Jewett
Meridee Moore
Sobia and Nadir Shaikh
Karen and Christopher Wagner

$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
Amy and Tim 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

Total revenues $19,671,275

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

Total expenses $16,694,873

Change in net assets $2,976,402
Net assets, beginning of year $21,595,354
Net assets, end of year $24,571,756
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!

<table>
<thead>
<tr>
<th>Dream Maker $100K+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anonymous</td>
</tr>
<tr>
<td>Tenah and Chad Dyer</td>
</tr>
<tr>
<td>Priscilla and Keith Geeslin</td>
</tr>
<tr>
<td>Sanjay Ghemawat</td>
</tr>
<tr>
<td>Nellie and Max Levcin</td>
</tr>
<tr>
<td>Sayuri and Craig Sharper</td>
</tr>
<tr>
<td>Walnut Fund</td>
</tr>
<tr>
<td>Susan Wojcicki and Dennis Troper</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Parent Advocate $50K+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anonymous</td>
</tr>
<tr>
<td>JoAnn and Jack Bertges</td>
</tr>
<tr>
<td>Sylvia and Malcolm Boyce</td>
</tr>
<tr>
<td>Dalana Brand</td>
</tr>
<tr>
<td>Pamela Burke and</td>
</tr>
<tr>
<td>Geoffrey Rushing</td>
</tr>
<tr>
<td>Jennifer Caldwell and</td>
</tr>
<tr>
<td>John H.N. Fisher</td>
</tr>
<tr>
<td>Martha Ehmann Conte</td>
</tr>
<tr>
<td>Margaret Cran dall</td>
</tr>
<tr>
<td>Joanie and Robert Dooro</td>
</tr>
<tr>
<td>Stephanie DiMarco and</td>
</tr>
<tr>
<td>Jim Harleen</td>
</tr>
<tr>
<td>Steven Dinkelspiel</td>
</tr>
<tr>
<td>Lisa Erdberg and Dennis Gibbons</td>
</tr>
<tr>
<td>Nancy Field and Kyle Anderson</td>
</tr>
<tr>
<td>Lee Flynn</td>
</tr>
<tr>
<td>Friar Riley Family Fund</td>
</tr>
<tr>
<td>Beth and James Gassell</td>
</tr>
<tr>
<td>Marcia and John Goldman</td>
</tr>
<tr>
<td>Stephen Hearst</td>
</tr>
<tr>
<td>Judith Hellman</td>
</tr>
<tr>
<td>Leslie and George Hume</td>
</tr>
<tr>
<td>Susan Karp and Paul Haahr</td>
</tr>
<tr>
<td>Jean and Sho Kuwamoto</td>
</tr>
<tr>
<td>Mairi McKeever and</td>
</tr>
<tr>
<td>Chuck Lewkowitz</td>
</tr>
<tr>
<td>Anne and Michael Parish</td>
</tr>
<tr>
<td>Maya and Ned Segal</td>
</tr>
<tr>
<td>Molly and David Wadhwani</td>
</tr>
<tr>
<td>Karen and Christopher Wagner</td>
</tr>
<tr>
<td>April Walters</td>
</tr>
<tr>
<td>Katlin Smith</td>
</tr>
<tr>
<td>Chuck Williams Donor Advised Fund</td>
</tr>
<tr>
<td>Cynthia Weldon and Jamie O’Hara</td>
</tr>
<tr>
<td>Ruth Wu</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Education Proponent $25K+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anonymous (2)</td>
</tr>
<tr>
<td>Victoire Reynal Brown and</td>
</tr>
<tr>
<td>Owlsley Brown</td>
</tr>
<tr>
<td>Heidi Castelein and Alex Fisher</td>
</tr>
<tr>
<td>Carolyn and Chris Colpitts</td>
</tr>
<tr>
<td>Dana and Robert Emery</td>
</tr>
<tr>
<td>The Elizabeth Fontaine</td>
</tr>
<tr>
<td>Revocable Trust</td>
</tr>
<tr>
<td>Erica and Ken Gregory</td>
</tr>
<tr>
<td>Margaret and Will Hearst</td>
</tr>
<tr>
<td>Heidi Hopper and Jeffrey Dean</td>
</tr>
<tr>
<td>Brenda Jewett</td>
</tr>
<tr>
<td>Sara Johnson and Freddy Kerrest</td>
</tr>
<tr>
<td>John Keker</td>
</tr>
<tr>
<td>Vanessa and Christopher Aycock</td>
</tr>
<tr>
<td>Barbee and Bruce Callander</td>
</tr>
<tr>
<td>Pamela and John Casaudoumecq</td>
</tr>
<tr>
<td>Stevana Case</td>
</tr>
<tr>
<td>Dana Corvin and Harris Weinberg</td>
</tr>
<tr>
<td>Susan Cummins and Rose Roven</td>
</tr>
<tr>
<td>Tasha Dial</td>
</tr>
<tr>
<td>Jeanne Dinkelspiel</td>
</tr>
<tr>
<td>Meredith Dioro</td>
</tr>
<tr>
<td>Molly and Andrew Dodson</td>
</tr>
<tr>
<td>Sherwood Doud</td>
</tr>
<tr>
<td>Randi and Bob Fisher</td>
</tr>
<tr>
<td>Linda Jo Fitz</td>
</tr>
<tr>
<td>Beverly and Joseph Giraudo</td>
</tr>
<tr>
<td>Doug Goelz</td>
</tr>
<tr>
<td>Sabrina and Mick Hellman</td>
</tr>
<tr>
<td>Valerie and Tim Houts</td>
</tr>
<tr>
<td>Nadja Jackson</td>
</tr>
<tr>
<td>The Jackson Family Foundation</td>
</tr>
<tr>
<td>Alison and Mike Mauze</td>
</tr>
<tr>
<td>Clare McCamy-Miller and</td>
</tr>
<tr>
<td>Harrison Miller</td>
</tr>
<tr>
<td>Tina Mehan</td>
</tr>
<tr>
<td>Maryam and Oran Muduroglu</td>
</tr>
<tr>
<td>Kana Muraki and Lawrence Miao</td>
</tr>
<tr>
<td>Aimy Ngo</td>
</tr>
<tr>
<td>Susan and Jim Omura</td>
</tr>
<tr>
<td>Lisa and Travis Pearson</td>
</tr>
<tr>
<td>Therese Post and John O’Donnell</td>
</tr>
<tr>
<td>Merritt Richmond</td>
</tr>
<tr>
<td>Laura Roebuck and William Meehan</td>
</tr>
</tbody>
</table>
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
Brettkelly 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 Frasch and Victor Kisch
Megan and Christian Giannini
Max Boyer Glynn and David Glynn
Jennifer and Randy Gridley
Karen and Robert Grigg
Katherine Gunther and Daniel Zoll
Barbara and Bill Hazen
Adrienne Herman
Jessica Ho
Hobson/Lucas Family Foundation
Susanne Hoelscher
Kerry and Sean Honey
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
Ateef 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 Crabbill
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.
A child living at Compass Family Shelter showing off her new stuffed animal thanks to generous donations from Project Night Night.
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 Gubatz
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 Volkman
Phuong Vu
Abigail Wainwright and Isabella Hill
Liz and John Warner
Erin Watson
Meghan Weir and Andrew Judd

Life Starter $500+
Anonymous (31)
Sylvia Adler
Carla Altizer
Hirni and Tarang Amin
Rita Anderson
Shannon and Cam Anderson
Anagha Apte and Anvi Sreenivasan
Janice Azebu and Diane
Durwoodie
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
Darrah 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

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

Kids with groceries at Compass Family Shelter.
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 Rassvetaelff, 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
Zendesek 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

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 500 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, blanket’s and other hygiene items for Compass families.
Bottom right – BitFlyer provided pizzas for the families at Compass Family Shelter.

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

Starter $2.5k
Anonymous
Atheria Law
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.