



Lighting the Way Home

ANNUAL REPORT 2018-2019

Our Mission

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

Dear Friends,

WITH THIS ANNUAL REPORT, we invite you to reflect with us on 2019. It was a year of putting down roots in our new home at 37 Grove Street, a multi-service hub where we offer an array of housing-focused services in the heart of San Francisco, just steps away from City Hall. It was also a year of gathering momentum as we closed out our last strategic plan and launched a 2020 Strategic Plan that will build on a strong foundation to guide our decision-making and accelerate our impact over the next three years.

Compass programs provided services to 5,702 parents and children last year. A record-breaking 550 families participated in groups and classes, including 208 families in our housing workshops and 148 families in our childcare workshops. Our mental health services, accessible to members of all Compass families, reported 5% increase in the number of individuals served by the clinical team. And on the housing front, we saw an impressive 23% increase in the number of families who graduated from our residential programs into stable housing and were able to sustain themselves with their own income and childcare arrangements. We are enormously proud of our families' efforts to permanently end their homelessness and build stable, happy lives.

At the same time, there remains a growing and urgent need to help families survive when wages cannot keep pace with the cost of living. San Francisco's 2019 Point-in-Time (PIT) Count identified 612 people in 201 families experiencing homelessness. In addition to this one-night snapshot, we know that there are 225 families waiting for shelter and more than 450 families in the queue for a limited supply of city-funded housing. Our partners at the San Francisco Unified School District count 3,000 students experiencing homelessness in families, and there are hundreds of families who are "doubled up" in overcrowded apartments and single-room occupancy units without kitchens and other necessities.

In response to these harsh realities, Compass has expanded programming to rapidly re-house more homeless families, with a special focus on those enrolled in the school district and those with the highest barriers to stability. We have made a corresponding expansion to our aftercare services, ensuring that families who exit our housing programs have the skills, tools and resources they need to remain permanently housed. Finally, in recognition of our highly effective clinical services team, the City has selected Compass to pilot the community's first roving mental

health program for families. This will involve an ambitious effort to provide homeless families at more than 25 sites across San Francisco with an array of therapeutic supports.

Compass has also deployed our growing data and policy teams to advocate for family-centered policymaking. Our partners at the Department of Homelessness and Supportive Housing recently announced key policy changes that will make shelter immediately available for all pregnant people, as well as make shelter and housing resources accessible to families living in overcrowded, substandard housing. We value the department's continued partnership and its expeditious plan to implement these important changes.

In 2020 and beyond, family stability will be the North Star that guides our service delivery and decision-making every day. Family stability starts with a home, but a home requires so much more than a lease and a key: we need living-wage income and diverse workforce opportunities, reliable and high-quality childcare, and physical and emotional well-being for every member of the family. Family stability will light the way home from our mission—to help homeless families achieve housing stability, economic self-sufficiency, and well-being—to our vision for a city where all children grow up in stable homes and make healthy and productive lives of their own.

We deeply appreciate your support and partnership to make stability a reality for all families. Your passion and presence, your generosity and compassion, and your active sharing of our mission have lasting impacts on the lives of parents and children every day. Thank you!



Erica Kisch

Erica Kisch, LCSW
Executive Director



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Chris Wagner
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37 GROVE STREET

Our First Year

COMPASS' NEW SERVICE HUB for homeless and at-risk families opened its doors in September of 2018. During the first year, Compass saw an increase in the number of families coming in for housing, behavioral health services, and childcare, and participating in the expanded list of groups and classes that the new and larger space enables.

Three large meeting rooms now host parenting classes, a diverse list of support groups, regularly scheduled staff training, and our back-to-school events where young students receive new shoes, backpacks, and school supplies. The increase in space offers workstations for an expanded number of interns and volunteers. The space even allows Compass to host meetings and workshops for our partner agencies.

Compass now has more room for our diaper bank, food pantry, and for storage of donated items from the community. Our capacity to receive and distribute in-kind donations of hygiene items, toys, clothing, strollers and other baby items has increased several times over.

Compass' service hub at 37 Grove is designed and staffed to provide trauma-informed care to every family who enters. This means Compass is a place where families can feel safe in all ways: culturally, emotionally, and physically. We provide a space of transparency and trustworthiness, choices, and empowerment.

37 Grove was the mailing address for 576 families last year, providing Compass families with a stable address to receive important mail.



Marisol Zepeda, case manager for Compass Childcare Support Services, helps families secure childcare during weekly workshops.



Mario Navarro, Reception and Office Manager, greets a young client at our 37 Grove Street reception desk.

Accomplishments

- 5,702 parents and children served—that's 1,942 families
- 47% of families were new to Compass this year
- 550 families participated in groups and classes
- 899 families were assessed for help with shelter and housing
- 81 families received direct shelter and transitional housing services



Kendra Froshman, Director of Impact + Learning, helps a student get ready for her first day back to school.

HOPE

Childcare at Compass

OUR GOAL IS THE SAME as that of every parent we serve: to ensure that their children grow up healthy and happy and don't have to struggle through homelessness again later in their lifetimes.

Children in homeless families start life at risk in many ways, and these risk factors just compound unless addressed, creating a vastly uneven playing field as early as kindergarten. Children experiencing homelessness, especially those from birth to age 5, are more likely to be developmentally behind than their peers and five times more likely to experience homelessness as adults. Compass confronts these inequities in our youngest clients with high-quality, enriched education and care that addresses physical, cognitive, and social-emotional development, and provides early identification and intervention with developmental and learning issues.

Compass Children's Center implemented the 'continuity of care' model last year. This means teachers stay with the children from the time they enroll as infants until they are ready to go to preschool rather than having the child switch teachers when moving into the toddler room. This best practice ensures children and families are consistently engaged in high-quality early learning experiences through stable relationships with caregivers who are sensitive and responsive to a young child's signals and needs.



Music and Movement class at the NeighborNest.

Compass Children's Center and **Compass Clara House** provided enriched early education and care to 133 children last year.

This includes:

- High quality, full-time childcare and early childhood education Monday – Friday
- Healthy meals and snacks, diapers and formula
- Gross motor skills development
- Health clinics and immunizations
- Mental health services and child shadowing to address behavioral challenges
- A full range of support services for parents, including access to other Compass programs and services

Compass Childcare Support Services (CCSS) links families facing homelessness with best-fit childcare placements and helps to ensure the success of each placement. CCSS also provides case management for participating parents which includes job readiness so parents can join or re-enter the workforce.

CCSS placed 262 children into full-time childcare centers in San Francisco. That's a 54% increase from last year.

Childcare is also important when parents are meeting with their case managers, therapists, or attending groups or classes. Compass provided drop-in childcare to 654 children at our 37 Grove Service Hub and the NeighborNest.



Karina came to Compass interested in securing childcare for her two-year old son, Elias. She was nervous about leaving her child in someone else's care so Karina's case manager, Annie, helped her to think about what type of childcare setting would be best for the family. Annie accompanied Karina and Elias on visits to different childcare programs, helped bridge language barriers, and stuck with the family until they found the perfect fit for Elias.

Once Elias was fully adjusted to childcare, Annie helped Karina to enroll in English classes and to begin taking classes at City College, where Karina eventually earned her AA in Business Administration.

Today, with Annie's continued support, Karina is pursuing her BA with a STEM major and Elias is thriving in his childcare program where he is developmentally right on target, has friends, and loves his teachers.



Annie Quach, Compass Case Manager, meets with a client seeking childcare during weekly workshops.

HOUSING

Compass SF HOME

Accomplishments

- 160 homeless families helped to secure housing
- 142 at-risk families helped to maintain their housing with eviction prevention funds and case management
- 44% of families increased their employment after one year in the program
- 88% of families remained stably housed after one year

HELPING COMPASS FAMILIES find housing is no easy task, as truly affordable housing opportunities in San Francisco have decreased drastically over the years. Unfortunately, the same is true for most of the greater San Francisco Bay Area.

At Compass, we continue to expand housing opportunities for families utilizing Compass SF HOME rapid re-housing and rental assistance services by growing our network of relationships with landlords from San Francisco to Sacramento. These relationships are vital to our efforts to move increasing numbers of families from homelessness to housing.

Our rapid re-housing services include:

- Case management support including self-sufficiency skill-building, access to resources, and advocacy
- Housing subsidies
- Housing workshops
- Educational and professional goal setting and support to increase incomes and self-sufficiency
- Assistance with security deposits, move-in costs, and eviction prevention funds
- Home visits

When Jill enrolled in Compass SF HOME and was matched with her new case manager, Isabel, and a rental subsidy, she was sleeping in a congregate shelter with her two children, including a 5-day old daughter.

Jill had just finished serving a 4-year prison sentence and was more than ready to begin her life anew. Her determination to secure housing and a positive future for her children was profound. Isabel worked with Jill to identify possible housing units and provided moral support and help with meeting basic needs, and Jill worked incredibly hard to find an apartment that would work for her family and finalize a lease. Jill made the choice to swim when she could have easily sunk back into the same pattern that originally took years away from her life. Today, Jill and her children have a safe place to live and Jill is looking for gainful employment.





“I have never had a case manager like you and have never been so blessed with such an abundance of resources, from feeding my family to housing us. I am forever grateful to Compass and I want you to know I plan on being in a position like you one day where I can help mothers just like me find their way home.” –Jill, Compass client

SUPPORT

Aftercare Services at Compass

WHAT HAPPENS when a Compass family secures housing? Compass Aftercare Services is here to support the transition and help each family to settle into their new home and community. Our case managers ensure that each newly housed family has access to the resources they need for stability. Our therapists provide critical emotional support. Families continue to engage via office visits, home visits and phone appointments. Many return for in-person support, including groups and classes. By providing aftercare services for the first year a family is newly housed, we increase the likelihood that exiting families will realize lasting stability.

Aftercare Services include:

- Case management support including self-sufficiency skill-building, access to resources, and advocacy
- Enriching educational and recreational activities for children
- Referrals to community resources
- Mental health services and support groups
- Computer lab and workshops
- Access to food pantry, diaper bank, and hygiene items
- Inclusion in Compass events and celebrations



Accomplishments

- 89 families participated in Compass Aftercare Services last year
- 96% of families who participated in Aftercare Services remain stably housed after one year

Melissa and Andrew

Melissa actively participated in almost every program and service that Compass offered after she and her infant son, Andrew, became homeless.

Melissa learned to better advocate for herself and Andrew with Compass by her side. Andrew was placed at Compass Children's Center, the family was helped to secure housing, and Melissa finished her bachelor's degree. She received legal assistance for her divorce through our partnership with Legal Link and kept her regularly scheduled appointments with Compass Behavioral Health Services.

After successfully completing Compass programs, Melissa is now proactively participating in Aftercare Services. She continues weekly office visits and therapy and Andrew continues to receive childcare and early childhood education at Compass Children's Center.

Melissa plans to go to graduate school and says she feels her calling is to become a social worker and help families that are facing the same challenges that she has faced.



Bertie Mandelbaum, Aftercare Case Manager and 40-year Compass employee, meets with Melissa weekly to ensure she and Andrew remain stably housed and to help her achieve her educational and professional goals.

“With Compass Aftercare, if you stick with it, you’re going to succeed. I feel like I’ve accomplished a lot this past year, but I have a lot of goals I still want to accomplish in 2020... they’re my dreams.” –Melissa, Compass client

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:

- Preschool For All
- Family Resource Center Initiative

San Francisco Department of Homelessness and Supportive Housing

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
- Emergency Shelter Grant Program
- Community Development Block Grant Program

U.S. Department of Housing and Urban Development:

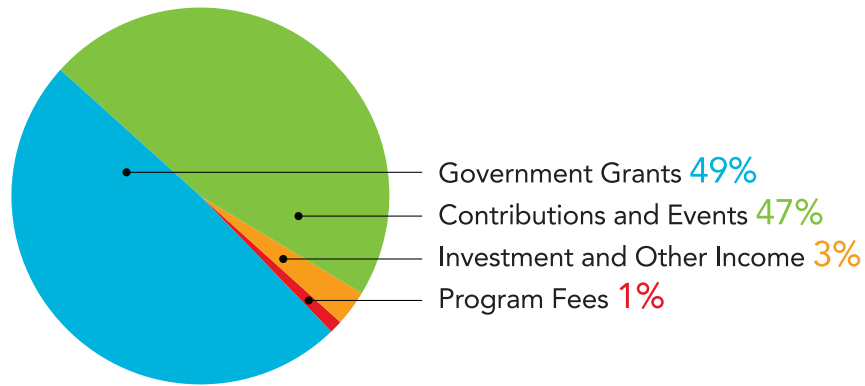
- Supportive Housing Program
- Supportive Housing Program – Homeless Prevention and Rapid Re-Housing Program



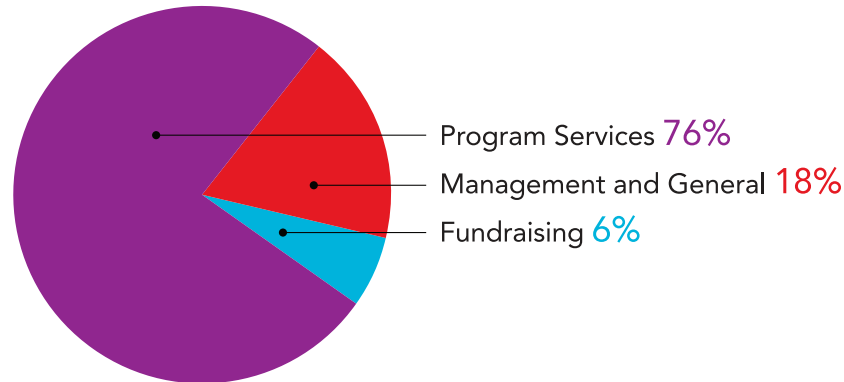
Financials

Fiscal Year Ending June 30, 2019

Revenues



Expenses



Statement of Activities

Revenues

Government Grants (City, State, and Federal)	\$ 7,966,452
Contributions and Events	7,646,095
Program Fees	37,612
Investment and Other Income	721,118

Total Revenues **\$16,371,286**

Expenses

Program Services	\$ 9,350,254
Management and General	2,205,184
Fundraising	801,383

Total Expenses **\$12,356,821**

Change in Net Assets	\$ 4,014,465
Net Assets, Beginning of Year	\$ 13,625,764
Net Assets, End of Year	\$ 17,640,229

Compass Volunteers

726 Volunteers
9,462 Hours of Service



Our Donors

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

The following list reflects gifts received between July 1, 2018 and June 30, 2019. Each gift powers our mission to help families achieve long-term stability and success. Thank you!

Dream Maker 100K+

JoAnn and Jack Bertges
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Erica Kisch, Compass Executive Director, with Anthony and his son, Compass clients, who shared their story at the 2019 Spring Benefit.

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Employees of BlackRock enjoy the evening at Spring Benefit.

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Compass and Twitter receive Mutual of America's Community Partnership Award for the NeighborNest.

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 Susan Lopes and Jeffrey Saake
 Jeannine Louie
 Doreen and Larry Low
 Miriam and John Mangini
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 Jennifer Mo
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Natalee Shean
 Alpa Sheth
 Glenise and William Sibbern
 Ross Siegel
*Smart & Final Charitable
 Foundation*
 Elizabeth and Arthur Spander
 Scott Spote
 Adam Stein
 Nancy Stolz and Craig Corbitt
 Dan Sulfaro
 Thomas Tauber-Marshall
 Alex Taylor
 Aaron Thomas
 Christopher Tipton-King
 Richard Tucker
 JoAnne Tybinka
 Mark Valentine
 Kia Wang Nevarez
 Carolyn and Robert Webb
 Emily Webb
 Stacy Webb and Michael Hodge
 Paula Weber
 Melissa White
 Jane Yeh
 Alex Yemelyanenko
 Mark Zafra
 Stacy Zhong
 Rebecca Zucker

Foundations

Compass Family Services is grateful for the generous partnership and support of our foundation donors, which enable our programs to provide the level of comprehensive services that homeless and at-risk families need and deserve.

We would not be where we are today without the generous philanthropic support of foundations that share and support our vision of a just society in which all children and their families are able to flourish in stable, secure housing.

Dream Maker \$500K+

Anonymous
Mimi and Peter Haas Fund

Future Sustainer \$250K+

The Horace W. Goldsmith Foundation
The William G. Irwin Charity
Foundation
Tipping Point Community

Wellness Champion \$100K+

Silver Giving Foundation
Walter & Elise Haas Fund
William Randolph Hearst Foundation

Home Provider \$50K+

Bainum Family Foundation
Hellman Foundation

Educational Proponent \$25K+

Morris Stulsaft Foundation
Quest Foundation
The Gruber Family Foundation

Parent Advocate \$10K+

Anonymous
Battery Powered
Chan Zuckerberg Initiative
Children of Shelters
Evelyn and Walter Haas, Jr. Fund
George H. Sandy Foundation
James A. Folger and Jane C. Folger
Foundation
Stearns Charitable Trust
Stocker Foundation
The Eberhard Foundation

Youth Mentor \$5K+

Ferroni Foundation Inc.
Fthree Foundation
Opportunity Fund

Skills Builder \$2.5K+

Clay Foundation - West
RMLow Foundation
The Elinor Smith Charitable Trust

Community Investment Grant

Compass corporate partners are leaders in their industries and our work to end family homelessness in San Francisco. They understand their annual support of our programs that help children experiencing homelessness today will have a dramatic impact on reducing the number of adults experiencing homelessness on our streets tomorrow.

We are grateful to see growth not only in the number of companies who support our work, but also in the number of employees who continue to volunteer with us and involve their friends and families as well.

Architect \$500K+

Salesforce

Builder \$100K+

Twitter

Venture \$50K+

Genentech Foundation
JP Morgan Chase Foundation
San Francisco Private Dining Venues
Sutter Health CPMC

Angel 25K+

Bank of America Charitable
Foundation, Inc.
BlackRock
Kaiser Permanente
Litman Gregory Asset Management
Mutual of America
Qatalyst Partners
Sunhill Corporation
Wells Fargo
Zendesk Neighbor Foundation

Seed 10K+

BNP Paribas USA
Calm
Cisco Systems Foundation
Meyers+Engineers
Mytheresa
TJX Foundation
Tory Burch

Accelerator 5K+

Cathay Bank Foundation
Comerica Bank
Compass
Credit Suisse
First Republic Bank
Indie Giving
Ingenio
In-N-Out Burger Foundation
MaxMara
MUFG Union Bank Foundation
Skin Spirit

Starter \$3K+

Flexport
Goldman, Sachs & Co.
HAN Skincare Cosmetics
UBS Financial Services Inc.
Veronica Beard

Adopt-a-Family

Every year, Compass helps to make the holidays brighter for the families we serve. The 2018 holiday season was another record year with more than 400 generous donors adopting over 540 families.

Our Adopt-a-Family donors help to brighten the winter holidays for our families in need. They also raised an additional \$32,000 to offset the costs of administering the project. That means more funds to help our families with shelter, housing, childcare, counseling, educational and employment assistance, and other critical support services.

Thank you to all participating individuals, families, corporate teams, and civic groups for making the holidays joyful by fulfilling holiday wish lists and supporting our families throughout the entire year!



Anonymous
Acumen Solutions
Acuna Family
Adobe (Systems) Inc.
AKQA
Joy Alferness and family
Allied World Insurance Company
Amazon Web Services
Amazon.com
Jeremy Ambers and family

Abigail Anderson and family
Abraham Andrade and family
Jessica Anthony and family
Apixio, Inc.
AppLift, Inc.
Architectural Resources Group
Association of Legal Administrators - Golden Gate Chapter
AT&T Flagship 1 Powell
AT&T San Ramon

Aelish Baig and family
Jillian Bales and family
Bank of America
Shari Bard and family
Barrow Salon
Roseanne Barry and family
Batch
Lindsay Beckham and family
Sarah Bendich
Benefit Cosmetics Digital
Christine Berg and family
Jennifer Bhalla and family
Andrew Birnbryer and family
Bolt
Brett Bonthron and family
Boston Consulting Group
Carol Brownstein and family
BRR Architecture
Sabrina Buell and family
Lesley Bunim and family
Kim Burns and family
Liz Butler Steyer and family
Butter Love Bakeshop

Tiffany Button and family
Gloria Bwy and family
Cala Health, Inc.
Alisa Caldera and family
California Society of Association Executives
Cambridge Biomarketing
Camp + King LLC
Capital Impact Partners
Care.com
Carroll Family
Catherine Carney and family
Sarah Carver
Anne Chambers
Chapman and Cutler LLP
Charles River Associates
Charles Schwab
Chevron SCM Globl Services
Chop and Chat Cooking Group
Jennifer Christie and family
City and County of San Francisco Employees' Retirement System

City and County of San Francisco, Public Utilities Commission, Human Resources
Claire Lilienthal Middle School
Clammer Family
ClimateWorks Foundation
Clovis Oncology
CM Natural Designs
Julie Cochrane and family
Will Cockle and family
Concept Hotel Group
Mel Condos and family
Christine Connors and family
Mary Conrad and family
Audrey Cooper and family
Carly Cooper and family
Credit Karma
Anita Crompton and family
Samantha Cross and family
CrossInstall
Crowe LLP
Patricia Cruz and family
Melinda Day and family
Degenkolb Engineers
Andrea Dehner and family
Rachel Delphin and family
DGA
Dillon, McCarthy, Blanzanten & Bell
Lindy Donnelly and family
Dor
Matthew Downs and family
Caroline Doyle and family
Kim Drew and family
Melissa Dubasik and family
EcoR1 Capital
Winn Ellis and family
Osayuware Enagbare and family
Equity Risk Partners
Kelli Evans and family
Expeditors Account Management Team
Melissa Falconett and family



Families of Infantry Terrace
 Family of David Farrell and
 Leslie Tagorda
 Kathryn Farthing and family
Feed Media, Inc.
 Jennie Feldman and family
 Norman Ferrer and family
Fidelity Family Office Services
First Republic Trust Company &
McKinley Family
 Lindy Fishburne and family
Florette Salon and Shop
Fluxx
Forward
FRBSF - Statistics
 Brooke Frederick and family
 Kim Fredkin and family
 Shameka Gaither and family
 Frank Gallo and family
 Galossi Family
 Melanyann Garvin and family
 Beth Gassel and family
 Meghan Gates and family
Georgetown 2018
 Jennifer Gette and friends
 Maggie Gilbreth and family
 Kristin Gleeson and family
 Gleser Family
Glynn Capital Management, LLC
 Glynn Family
 Katterinne Gonzalez and family
 Jesse Goranson and family
Grammarly
Grand Hyatt San Francisco
 Ashley Green and family
 Heidi Gregory and family
 Jessica Hanta and family
 Audrey Harris and family
 Suzanne Harrison and family
HDMZ
 Elena, Jack Hearst and family
 Margi Heldfond and family



Hero Digital
 Thea Hillman and family
Hired, Inc.
 Kat Hoffmann and family
 Alex Hoffner and family
 Kerensa Hogan and family
 Tracy Holder and family
 Gretchen Hollstein and family
 Kerry Honey and family
 Laura Hoover and family
 Kathryn Hope and family
HopeLab Foundation Inc.
Hotel Zelos
 Hudson Family
 Jessica Huppi and family
 Stephanie Hwang and family
 Scott Ihrig and family
Ingenio
Ingrid & Isabel, LLC
Instagram
Interior Architects
 Stacey Irving and
 Holmstrom Family
Jam City
 James Family
 Bixby Jamison and friends
 Natalie Jamison and family
 Kathleen Janus and family

September Jarrett and family
 Elizabeth Jeffords and family
 Jennifer Jeffries and family
 Julia and friends 2018
 Betty Junod and friends
 K's
 Kip Kaehler and family
Kaiser Family Foundation
Kaiser Permenente SF
 Amy Kangwankij and family
Kappa Alpha Theta San
Francisco Alumnae Chapter
 Brian Keil and family
 Liz Kelley and family
Kelly's 2018 Giving Group
 Lottie Kendall and family
Kettle
 Vivek Khanna and family
Khosla Ventures
 Julie Kidd and family
 Lauren Kowal and family
KPMG IARCS SF
 Nikisha Kumar and family
 Jill Kuper and family
 Larisa Kure and family
 Jean Kuwamoto and family
 Kelsey Lamond and family
 Claire Lawless and family
Le Blanc Chiropractic
 Brian Lee and family
 Jennifer Levanduski and family
 Laura Levenberg and family
 Lever Family
Levi Strauss Photo Production
 Mary Lillis and family
LinkedIn
LinkedIn LLS Marketing
 Lisa, Sandy, Lynda sisters and
 family
Litman Gregory Asset
Management
 Brooke Livingston and family

Sarah Locher and family
 Amanda Lockshiss and family
 Laura Lockwood and family
 Graham Low and family
 Lowe Family
 Macias Family
 Mack Family
 Alex Mandel and family
Marin Convention & Visitors
Bureau - CalSAE
Mark Scott Construction, Inc.
Marriott Marquis Employees
 Mary Martinez and family
 Daniel McCool and family
 Kat McCormick Sweeney
 and family
 Deborah McCrimmon
 and family
 Amy McGiven and Tim Moffett

Jackie Miller and family
 Jessica Milligan and family
 Erica Missildine and family
 Mistral Family
 Krista Moatz and family
 Jessica Moment and family
Moogsoft
 Robert Moore and family
 Sophie Moore and family
 Morgan Family
 Kelly Mortensen and family
 Elizabeth Nartker and family
 Mary Nederostek and family
Nelson Nygaard Associates
 Nichols Family
 Ashley Nicol and family
 Noble Family
 Norris-Flaherty Family



Drew McKnight and family
 Mollie McLaughlin and family
 Lela Means and family
 Michelle Megna and family
 Karen Miao and company
 Jennifer Miller and family

North Pole Elves
 Kelsey Ochs and family
 Maureen Offer and family
 Brianna Offill and family

Susan Omura and family
 O'Neill Family
 Akiko Onofusa and family
 OODA Health
 Anh Oppenheimer and family
 Optimizely
 Otis and Elizabeth Chandler
 Foundation
 OutCast
 Pac-12
 Pacific Foundation Services, LLC
 Pacific Gas & Electric Operations
 Pacific Supply South
 San Francisco
 Paige Family
 Catherine Pajak and family
 Palace Games
 Partner Fund Management
 Partnerize
 Elysia Pearce and family
 Pearson
 Jodi Perelman and family
 Anna Peterson and family
 Anne Marie Peterson and family
 Janeen Peterson and company
 Whitney Peterson and family
 Patricija Petrac and friends
 Aey Phanachet and family

Brian Phillips and family
 Pinterest
 Nicole Pitaro and friends
 PlastiQ
 Stacey Poole and family
 Rynn Pressick and family
 Ashley Prince and friends
 Principal Builders, Inc.
 Antony Prokopiou and friends
 Qatalyst Partners
 Maxine Raphael and family
 Reciprocity, Inc.
 Dana Reedy and family
 The Regenold Family
 Taylor Reid and office
 RFJ Meiswinkel Company
 Tracey Rice and family
 Tarika Richter and family
 Robert Half
 Ryan Roderick and family
 Sabrina Rohatgi and family
 Rachel Rosenblum and family
 Natalie Ross and family
 Christina Rostampour
 and family
 Jennifer Rowe and friends
 Sharon Rowley and family
 Roy Hospitality Design Studio

Beth Roy Jenkyn and family
 Shaun Ruiz and family
 Becca Russell and family
 Dan Saffer and family
 Sage Group
 Sales Cloud
 Sales Cloud Product Marketing,
 Salesforce
 Salesforce
 Salesforce IP Team
 Salesforce Trailblazer
 Marketing Team
 Salewski Family
 Jessica Sanchez and family
 Jaimie Sanford and family
 Audrey Santamarta and family
 Paula Sasso and family
 Sue Schultes and family
 Schwab Family
 Marjorie Scott and family
 Laura Seery and family
 Segal Family
 Sequoia Capital
 Sequoia Consulting Group
 SF Planning Dept,
 Environmental Planning
 Division
 Nihir Shah and family
 Poonam Shah and family
 Rupal Shah and family
 Sara Shahin and family
 Sobia Shaikh and family
 Arti Sharma and family
 Shelly Lyon and friends
 Sherpa Capital
 Laura Sherr and friends
 Anat Shiwak and family
 Silicon Foundry
 Dara Silveira and family
 Gretchen Sisson and family
 Charles Slocumb and family
 Erich Smith and family

Sobel/Pfistner Family
 Lori Solomon and family
 Todd Speece and family
 Squar Milner LLP
 Square
 Starsky Robotics
 Micah Steffek and family
 Kate Steinheimer and family
 Yolanda Stephens and family
 Karey Stern family and friends
 Stitch Fix Field Operations
 StoneTurn



Straley Family
 Stretch the Imagination
 Preschool - Laurel Class
 Jeff Sweet and family
 Katie Swift and family
 Swirl
 Tapjoy - San Francisco
 Jessica Taylor and family
 Jessica Teach and family
 TEKsystems San Francisco
 Mary Tesluk and family
 Kimberly Tholen and family
 Thorpe Family
 Hope Timberlake and family
 Michele Tobin and family
 Alexandra Topper and family
 Town School for Boys
 Town School for Boys - 1st grade
 Katie and Todd Traina family
 Sara Tresslar and family
 Twilio API
 Twitter

Twitter REW
 Uber
 Uber Technologies -
 Corp Recruiting
 UCSF
 UCSF Care Transitions
 Outreach Program
 UCSF Critical Care Nurse
 Practitioners
 UnitedMasters
 University of Michigan SF
 Urias Group
 Samantha Vaing and friends
 Verily
 Lucy Wahl and family
 Kimberly Wainscoat and family
 Natalie Walrond and family
 Emily Walsh and family
 Taylor Walsh and family
 Waltemath Family
 April Walters and family
 William and Julie Ward family
 Weir Family
 Lauren Weitzman and family
 Wells Family
 Wells Fargo
 Wells Fargo Digital group
 Wells Fargo EBST
 Wells Fargo Gateway
 WFB/WFVC Strategic Analytics
 Whitley Family
 Willis Towers Watson
 Roseanne Wincek and friends
 Molly Winston and family
 Grace Won and family
 Jane Wong and family
 Ian Woods and family
 Work Crew
 Ruth Wu and family
 Jessica Wynne and family
 Shelley York and family
 Roe Zocchi and family





COMPASS FAMILY SERVICES

Housing. Support. Hope.

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

COMPASS FAMILY SERVICES 37 GROVE STREET SAN FRANCISCO, CA 94102

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YOUTUBE: /COMPASSSF **LINKEDIN:** /COMPANY/COMPASS-FAMILY-SERVICES