

dramatic
and
systemic
change
always
begins
with
critical
connections

Grace Lee Boggs

CompassPoint

NONPROFIT SERVICES

CompassPoint intensifies the impact of fellow nonprofit leaders, organizations, and networks as we achieve social equity together.

In this annual report, we highlight CompassPoint's particular role as a hub for the nonprofit sector locally, regionally, and nationally. Our programs give voice to and connect leaders at all levels. They also connect organizations and movements to relevant management frameworks and to one another for collaborative agenda-setting. At the sector level, we join voices with others across the country working to understand the evolving demands of leadership in our sector and to inform and support those on the front lines of equity-focused work. These client, partner, staff, and board member stories capture the centrality of communication and interconnection to achieving meaningful personal, organizational, and societal change.

"It takes a lot of relationship building, trust, and communication to get to the point where people are looking beyond preserving their own funding levels and staff and really talk about community first. Adriana and Byron were able to help us get to that point."



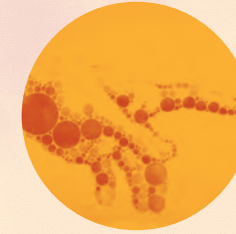
Lupe Poblano
Director of Operations
Habitat for Humanity Greater San Francisco
habitatgsf.org

Through his participation in the Next Generation Leaders of Color Program, Lupe has gained the skills and support of a network of peers to help him thrive in his current organizational role as well as advance his goal to one day serve as an executive director.

"Because of the facilitated discussions we had on race, power, and privilege, I have a better understanding of their impact on people and I'm more in tune with my own feelings about it. I dealt with all of this in isolation before, now I have a community to draw from and talk to about this."

View CompassPoint's complete 2011 Annual Report, including full interviews, financial data, staff, board, and funder information at compasspoint.org/annualreport2011.

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Pierre Stroud
Program Manager
San Francisco Mayor's Office of Housing – Community Development Division
sf-moh.org

Pierre engaged Senior Project Director Byron Johnson and Practice Director Adriana Rocha to facilitate the Western Addition Service Providers community planning and capacity building process for the Mayor's Office of Housing – Community Development Division. Community members and the City have now forged stronger relationships, developed a shared vision for the neighborhood, and are working together to gain the resources needed to support that shared vision.



Marla Cornelius
Senior Project Director
CompassPoint
Nonprofit Services

CompassPoint staff members serve multiple roles and Marla is no exception. She regularly switches gears from trainer to consultant to researcher to project manager – and what she learns from each energizes and informs her work, and ultimately benefits clients. Her recent projects include managing the Next Generation Leaders of Color Program and co-authoring *Daring to Lead 2011*.

"What we want to communicate isn't so much, 'Here's what we think.' We listen to others in the sector—our clients, our partners—and say, 'These are the themes we're hearing from you.' We sincerely value the notion of listening and observing, then putting into place a mechanism to help us learn more, explore issues more deeply, frame questions more acutely, and translate that back for the sector in a way that's useful for nonprofit work."



Kim Klein
Author, Trainer, Activist
Nonprofits Talking Taxes
<http://nonprofitstalkingtaxes.org/>

Nonprofits Talking Taxes is part of an important movement to engage nonprofit staff in talking about and understanding the vital purpose of taxes. Kim came up with the idea for the initiative in 2009 and CompassPoint joined her in the effort the following year. The results since 2010: over 100 trainings conducted, 49 trainers trained to lead workshops statewide, and over 3,700 participants reached.



Kevin Williams
Associate Director
Berkeley Youth Alternatives
byaonline.org

Kevin Williams is so committed to his organization's work with foster youth that he almost chose not to participate in the Leadership Development Program for Executives Serving Transition-Age Youth (TAY) because he felt he couldn't spare the time. Then he thought, "What? I don't have time for myself?" and took the leap. What he's learned through TAY has ignited shifts in his leadership approach that continue to benefit his personal and career development, his connections to staff and external partners, and the important work of Berkeley Youth Alternatives.



Rick Moyers
Vice President for Programs and Communications
Eugene and Agnes E. Meyer Foundation
meyerfdn.org

The Meyer Foundation and CompassPoint have worked on multiple research projects over most of a decade, in a partnership that has challenged traditional ideas about the relationship between grantmaker and grantee. Our joint efforts include *Daring to Lead 2006*, *Ready to Lead: Next Generation Leaders Speak Out*, and *Daring to Lead 2011*.

"Working together, we've created a body of work and a community that neither of us could have pulled off on our own, and CompassPoint has brought to our partnership a deep understanding of nonprofit leadership, a commitment to strengthening social justice organizations, and the shared belief that communicating about the research is just as important as doing the research."



Beckie Masaki
Consultant
Asian & Pacific Islander Institute on Domestic Violence
apiidv.org

Beckie Masaki brings over 25 years of leadership, connections, and insights in the domestic violence field to her partnership with CompassPoint on the Blue Shield of California Strong Field Project. Beckie has joined Senior Project Directors Marissa Tirona and Michelle Gislason to design and deliver leadership development programming for this groundbreaking initiative to cultivate a stronger, more connected network of domestic violence service providers throughout the state.

"Our team was able to build a cohort that broke through the isolation long felt by domestic violence leaders to create a trusted, valuable learning community that brought people together in a way that was life-changing for the cohort members."



Jolie Bou
Director of Finance
Samaritan House
samaritanhouse.org

Jolie Bou took her first CompassPoint finance training 28 years ago. In her current role at Samaritan House, she's as committed as ever to keeping her skills and organization's financial systems up-to-date. Since 2005, Jolie has participated in the Finance Professionals Network and has benefited from the training and connections to other nonprofit finance leaders that it offers.



Maricela Rios-Faust
Chief Operations Officer
Human Options
humanoptions.org

Participation in the Blue Shield of California Strong Field Project has given Maricela Rios-Faust the tools to reconnect and reframe how she leads and operates in the domestic violence movement. She's now sharing these skills and knowledge to support colleagues in her organization and peers in her growing network on their own leadership journeys.

"That first workshop hooked me – to finance and what CompassPoint does as an organization. It's amazing having this longevity of knowledge and connection. Aside from CompassPoint, there's no other resource that personally goes back so far for me, and that says a lot."

"What keeps us from being authentic is fear. What I learned from the Strong Field Project is to reframe this idea. Before, I would have thought, 'If I have this conversation they'll get upset or it may impact our relationship.' The reframe is 'If I'm not able to have the conversation, what kind of relationship do we really have?' Having the conversation may strengthen us."



Ron Brown
Executive Director
Save Mount Diablo
savemountdiablo.org

Ron Brown has served as Executive Director of Save Mount Diablo for twelve years. He was recently honored as Business Person of the Year by the Walnut Creek Chamber of Commerce for his efforts bridging the nonprofit and business communities to better serve the East Bay – and it's a skill he brings to CompassPoint's work across the Bay Area as a board member.

"CompassPoint, by facilitating discussions within and across sectors in the community, helps us to keep perspective and to make other people aware of the issues and values that are important to us. We have to be thoughtful in how to maximize these opportunities."



Trish Tchume
National Director
Young Nonprofit Professionals Network
ynpn.org

In 2011, YNPN hired Trish as its first national director to support the network of 34 chapters which serve young nonprofit leaders across the nation. CompassPoint, which was YNPN's first home, is thrilled to continue this partnership through joint efforts like our collaboration on 2012's Nonprofit Day conference and other programs for emerging nonprofit leaders.

"YNPN is a living example of CompassPoint's commitment to strengthening the talent pipeline in the nonprofit sector. CompassPoint is a really well-rounded shop, but they do more than just talk about how these things are important. Through all my experiences with CompassPoint, I have seen examples of how the staff is trying to live that out."



Ruth McCambridge
Editor in Chief
The Nonprofit Quarterly (NPQ)
nonprofitquarterly.org

The Nonprofit Quarterly delivers high quality information to people where they can use it. Online, NPQ leads dialogue about democratic activism and the organizations and movements that are a part of that. In print, it's a research-based management journal geared to practitioner use. CompassPoint staff consultants are among the Quarterly's regular contributors.

"CompassPoint's work creates buzz not just due to its obvious quality but also because people can relate to it, learn from it, and use it the next day. This is an important issue in bringing research-based knowledge to practice – [you have to] speak the same language as those in the trenches."

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