

We are pleased to share with you our *Report to the Community for 2006*. Our theme—**leadership is the capacity of a community to shape its future**—is inspired by the work of Peter Senge, one of the pioneers in thinking differently about organizational leadership and learning. For CompassPoint, 2006 was a year in which our board and staff spent a great deal of time and creative energy on the question of leadership.

As so often happens here, we were working with the question both internally, and on behalf of the community-based nonprofits we serve. Internally, we bid farewell to Jan Masaoka, CompassPoint's executive director for 14 years and one of the capacity-building field's great thought leaders. She showed brilliant leadership even in leaving: ensuring CompassPoint's strong programmatic and financial position, advocating for interim executive leadership, and gracefully supporting our transition. We benefited from the leadership of Chuck Greene as our Interim Executive Director, becoming even more convinced in the process of the power of that model to prepare an organization to thrive in a new era. And, of course, we gave long consideration to what kind of leadership we needed to shape our future—ultimately deciding to draw from CompassPoint's deep bench strength in selecting Jeanne Bell as the next executive director.

As you'll read in this report, we continued to emphasize leadership across our program lines: intensive training, consulting, cohort initiatives, and research. As we gain experience in working with nonprofit leaders in new formats—from coaching to peer learning circles—we are gratified and inspired by the lasting impact we can have. Consider this note written by an alum of our *Thriving as an Executive Director* program to her fellow participants: "Each of you has been a part of supporting me, helping me find inspiration, strategizing over everything and anything, and even commiserating about the struggles and challenges of being an executive director. Thanks for all your help and support." Dedicated, well-supported and networked leaders like her do indeed give our community the capacity to shape its future.

Many thanks to each of you for your partnership in 2006. If you have any questions about what you read in this *Report*, please don't hesitate to contact us.

Jeanne Bell
Jeanne Bell
Executive Director

Joseph W. Valentine
Joseph W. Valentine
Chair, Board of Directors, 2006

Our Mission Our Vision

The mission of CompassPoint is to increase the impact of nonprofit community-based organizations and the people who work and volunteer in them.

Community organizations and the nonprofit sector are integral, important, leadership elements in democratic, thriving communities. CompassPoint works to build a vibrant ecology of thriving, sustainable community-based nonprofits in the greater Bay Area and Silicon Valley, and to use research, practice and action to be a national leader on nonprofit issues.

This *Report to the Community for 2006* can be found at www.compasspoint.org/annualreport along with financial statements, a complete list of donors, funders, and volunteers, and a sample of consulting projects and multi-dimensional initiatives.

Honoring Jan Masaoka

In the fall we said goodbye to our long-time executive director Jan Masaoka, who led CompassPoint for fourteen years. Jan led our transformation from a small management support organization to one of the premier nonprofit capacity building organizations in the nation. Over 300 community leaders, funders, and other friends joined us for a celebration to honor Jan's enormous contributions to CompassPoint and the field at large. Following our own best practices in transition management, we were skillfully guided by Interim Executive, Chuck Greene for the remainder of 2006—emerging reenergized and poised for great things in 2007.



Jan Masaoka

Core Support Funders

We are deeply grateful to our investors: the foundations, corporations, government agencies, and individuals who help keep our services affordable for community-based nonprofits.

We offer many thanks to the 82 donors who helped advance a stronger nonprofit sector through their support of our programs in 2006.

We are especially thankful for unrestricted support from the following institutions whose commitment to our work is instrumental to everything we accomplish.

- The David and Lucile Packard Foundation
- The Evelyn and Walter Haas Jr. Fund
- James Irvine Foundation
- The San Francisco Foundation
- United Way Silicon Valley
- Wallace Alexander Gerbode Foundation
- The Sobrato Family Foundation

Program Highlights 2006

Deeper Learning & Community-building

By incorporating peer learning into our extended leadership programs, we have created deeper, richer learning experiences for our participants. Our programs continue to build individuals' content expertise, but in a sense, are also rewiring the Bay Area nonprofit community by establishing new connections among leaders and organizations. Following are examples of our work in this area from 2006:

ED 101 & Thriving as an ED

These intensive, multi-class workshops are for new executive directors and those who wish to revitalize their practice, and passion. The programs emphasize strengths-based leadership, while grounding executives in nonprofit management best practices. As significantly, the cohorts become lasting networks for support and continued learning.

"I am so impressed with the alignment of strategies and principles in this course. The presenters taught across topics with perfectly relevant information and practical tools to use right away. I wish I had more time with each presenter. I feel so filled with information, tools, and empowerment!"

♥ ED 101 Graduate

Leadership Development for Women Executive Directors of Color (WEDOC) & Women Executives in Underserved Communities:

Twelve Bay Area-based women executive directors of color (WEDOCs) and twelve seasoned women executives in rural Missouri participated in this pilot program designed to support the leadership development of women of color and women in rural communities. The program offered a series of management and leadership courses along with peer coaching.

"The importance of making this commitment and having this incredible opportunity to learn more about, reflect on, and get support around my Executive Director role as a professional woman can't be overestimated. By virtue of being part of a small group of women of color who have a similar passion for their work and are part of this project, I feel 'worthy.'"

♥ WEDOC Graduate

We also convened the third annual "On the Rise" conference, bringing together new and experienced women executive directors of color for community building, celebration and learning.

WEDOC group



Fundraising Academy for Communities of Color

In its third year, this innovative program for leaders of color from community-based and community-led organizations continued to deepen the expertise of development directors, board members, and executive directors. The Academy teaches that the most effective fundraising is not just about raising money, but about building lasting support for the mission among the organizations' constituencies. In 2006, seventeen Silicon Valley groups created new fundraising plans and activated their boards of directors to raise new money from their community.

"This Fundraising Academy was an amazing opportunity because of the focus on communities of color and progressive leadership."

♥ FACC Graduate

Networks for Human Resources, Finance, & Coaching

Through our Finance Professionals Network and our new HR Professionals Network, we bring together who are often the only ones in their organizations filling these key roles. Through bimonthly workshops and peer support, as well as active listserves the networks decrease isolation and provide affordable, ongoing professional development.

With seed funding from the Leadership Learning Community, CompassPoint has also partnered with local coaches to launch a Leadership Coaching Learning Circle open to the cohort of 72 coaches in the Bay Area. This pilot network provides local coaches an opportunity to build community, share best practices, and disseminate information about how to best serve the needs of nonprofit leaders. It will also inform the development of other similar coaching networks around the country.

Building the Body of Knowledge

Individually and in partnership with other providers, CompassPoint continues to contribute to the body of knowledge about capacity building in community-based organizations. In 2006, we set our particular focus on executive leadership and leadership transition.

Daring to Lead 2006:

This follow-up to CompassPoint's ground-breaking 2001 study on nonprofit executives offered current data on executive tenure, compensation, burnout, career plans, and retirement. Developed in partnership with the Meyer Foundation, findings were distributed to thousands of executives, funders, and capacity builders through seminars and keynotes around the country, as well as PDF download.

We responded to these results by continuing to deliver and strengthen our work in the executive transition. In 2006, we partnered with Transition Guides to conduct succession planning and transition workshops for founders and long-term executive directors in Oakland and Baltimore. These sessions attracted executive directors from around the country to learn the skills and methods needed to prepare them and their organizations for impending transition.

Executive Transition Management

CompassPoint further continued its contributions to developing the national field for executive transition management services by institutionalizing best practices and creating a standard of excellence in this field.

♥ We used our fifth year of funding from the Annie E. Casey Foundation to increase the number of national executive transition consultants trained in the CompassPoint transition model. We did this through consultant workshops convened in Boston, Baltimore and Chicago. We documented our succession planning practices in a Consultant Process Guide that will be made available to other consultants. We also delivered succession planning services to Casey grantees, further contributing to our base of knowledge and experience.

Strengthening Community-Based Organizations

CompassPoint's work with Tenderloin Health, the new organization formed by the 2006 merger of the Tenderloin AIDS Resource Center (TARC) and Continuum, illustrates the comprehensive, team approach CompassPoint can bring to a consulting engagement. We recognize that each element of an organization doesn't, and shouldn't, exist independently from the others – they work together holistically to determine the overall impact of the organization.

Beginning in 2005, Continuum and TARC hired staff consultant Alfredo Vergara-Lobo to help the agency explore and negotiate a merger, yet our relationship with both agencies goes back many years. Prior to merging, CompassPoint aided in TARC's board development in 2004 and placed an interim executive director with Continuum in 2005. In 2006, we worked with the newly-forming organization, Tenderloin Health, to implement the merger—providing consulting in multiple areas, as they planned for the skills, systems, and culture of a more comprehensive service organization. CompassPoint consultants played vital roles in this process, with Alfredo Vergara-Lobo assisting in board integration work and planning, Sue Bennett with IT, Anushka Fernandopulle with management team development, and Jeanne Bell with finance systems. We look forward to a continued relationship with Tenderloin Health, serving as a partner to support the agency as it moves toward its organizational goals.

"Compasspoint has been a huge assistance to Tenderloin Health—with us every step through our recent merger, from financial systems to board development. We have much more to do and look forward to tapping their expertise as we effectively transition our agency into an even more effective non-profit."

♥ Tracy Brown, Tenderloin Health

CompassPoint Transitions

We started 2006 in a new San Francisco location, a short move in distance from Mission to Market Street, but significant in its symbolism as a new phase in our organization. During the year we welcomed Receptionist Yasya Berezovskiy, Office Coordinator Libby Bevans, and Project Assistant Jean Klasovsky to our staff and saw the departure of valued staff members Diane Johnson, Kara Vassily, and Robin Wu.

In October 2006, we lost former staff member Miriam Engelberg to breast cancer. Miriam was an extraordinary trainer and CompassPoint's chief (and only) cartoonist, capturing the essence of nonprofit life in Planet 501(c)(3). In her best-selling graphic novel *Cancer Made Me a Shallower Person*, Miriam used her unblinking humor and ability to find the humanity in the most mundane activities and in life's most difficult journey to chronicle the cancer experiences shared by many. www.miriamengelberg.com

In fond memory of Miriam Engelberg



Planet 501(c): The Next Generation

New at CompassPoint

New Office in Milpitas

CompassPoint's revitalized Silicon Valley office made a new home at the state-of-the-art Sobrato Nonprofit Campus in Milpitas.

Website, New & Improved

A fresh look, greater search capability and a new log-in system allows clients to find the resources they need, track their personal professional development activities at CompassPoint and more easily register for conferences and workshops – just a few of the many upgrades that make our website more user-friendly.

TalkingPoint

TalkingPoint joined the Board Cafe as our newest e-newsletter. This newsletter features timely news, resources and polls for Bay Area nonprofits, with focused reports for East Bay, North Bay, Peninsula and South Bay readers. Close to 7,000 readers and climbing!

CompassPoint 2006 by the numbers

5,476	Workshops & conference participants (4,351 workshops & 1,125 conference)
179	Volunteer presenters
428	Workshops
3	Conferences
162	Nonprofit leaders taking CP Executive Leadership Courses in 2006
14	Interim Executive Directors placed
925	Visits to the website per day
40,250	Board Café subscribers
6,665	TalkingPoint subscribers
4,975	Successful downloads of resource documents

CompassPoint Finances

UNRESTRICTED FUND Statement of Activities January 1 - December 31, 2006

TOTAL INCOME	4,268,316
TOTAL EXPENSES	
Program	3,590,791
Management & General	501,346
Fundraising	177,779
	4,269,916
NET	(1,600)
Total Net Assets	2,130,629

CompassPoint NONPROFIT SERVICES

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CompassPoint's Annual Report was written and developed by Cristina Chan, Carrie D'Andrea, Jeanne Bell, Steve Lew, Libby Bevans.

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Board 2006

Jeanne Bell *Chair*
Sonoma State University

Diane Ford *Vice Chair*
Sobrato Family Foundation

Barbara Terrazas *Secretary*
Tiburcio Vasquez Health Center

Sharon Zorbach *Treasurer*
Deloitte and Touche

Teresa Alvarado *Hispanic Foundation of Silicon Valley*
Carilee Pang Chen *Thriving, The Alliance for Nonprofits for San Mateo County*

Jerry Hiura *Budget Division, City of Sunnyvale*
Grace Kim *Cultural Initiatives of Silicon Valley*
John Kreidler *Northern California Grantmakers*
Colin Lacon *Volunteer Center of San Francisco and San Mateo Counties*

Michael McCone *YMCA of the USA (retired)*
David Mercer *Delagnes, Mitchell & Linder*
Ted Mitchell *Alameda County Public Health Department*
Arnold Perkins *Nelson and Associates*
Tom Siino *Silk, Adler & Colvin*
Tom Silk



CompassPoint staff

Staff 2006

Jan Masaoka *Executive Director*
Jeanne Bell *Associate Director*
Marla Cornelius *Managing Director of Programs*
Steve Lew *Senior Projects Director*
Sabrina Smith *Development Director*
Tim Wolfred *Senior Projects Director*

Ronald Alexander, Senior Information Systems Administrator
Susan Bennett, Projects Director
Yasya Berezovskiy, Receptionist
Elizabeth Bevans, Office Manager
Barbara Camacho, Program Coordinator
Cristina Chan, Projects Director
Carrie D'Andrea, Executive Assistant
Anita Dharapuram, Program Manager
Natasha D'Silva, Program Coordinator
Anushka Fernandopulle, Projects Director
Michelle Gislason, Projects Director
Chuck Greene, Interim Executive Director
Michelle Grier, Program Assistant
Grayton Huang, Accountant
Byron Johnson, Projects Director
Diane Johnson, Projects Director
Jean Klasovsky, Program Assistant
Nelson Layag, Projects Director
Marta Martinez, Receptionist
Suman Murthy, Project Assistant
Puna Nair, Program Coordinator
Rosa Resendez, Silicon Valley Manager
Kara Vassily, Web Manager
Alfredo Vergara-Lobo, Projects Director
Mandy Wu, Senior Accountant
Robin Wu, Projects Director
Steven Zimmerman, Projects Director