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Dear Friends

As always in times of trouble, people seek community—and the organizational structures of their communities—as the places to help and be helped. We've chosen this African proverb as our theme because it is an eloquent reminder that difficult times are the right times to be planting and nurturing trees—to strengthen nonprofit organizations for the long haul, to be bolder and more innovative, and to mobilize a greater workforce of staff and volunteers. Now is the time to enlarge our ambitions and aspirations rather than to lower what we expect or demand of ourselves.

While there are thousands of wonderful stories from 2002, many of the big stories in the world are increasingly frightening and sad. Profound poverty dominates so many parts of the world, while whole regions are engulfed by war and conflict. In the United States, civil rights, the right to private information, and the environment are under attack. The economic slump has brought, inevitably, both more urgent need and far fewer funds to the doors of nonprofits.

This is a good time to remember that all over the world, nonprofit organizations are the engines of democracy and social change. A nonprofit can start with just an idea—a small seed—and a few people committed to nurturing that seed. This inherently democratic nature of nonprofit origins means that new ideas arise through nonprofits: an intrinsic counter-action to tyranny. For this reason, citizens in emerging democracies in Eastern Europe, the Middle East, Asia and elsewhere, make the development of the nonprofit sector a cornerstone strategy. Let's celebrate and honor the fact that our own nonprofits are part of a worldwide movement for social change.

For CompassPoint, this has been a year of deep recommitment to making a lasting difference by identifying and addressing issues in the sector, and creating and testing solutions to these problems.

OUR VISION

Nonprofits serve as the agents of democratic involvement, innovation, and positive social change. CompassPoint's leadership and services are local, regional, and national in scope, and support the growth of an effective nonprofit sector essential to healthy communities.

OUR MISSION

The mission of CompassPoint Nonprofit Services is to increase the effectiveness and impact of people working and volunteering in the nonprofit sector.



Request a copy of the poster and annual report by emailing us at info@compasspoint.org

2002 Board, Staff, Friends and Funders

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Thank you for standing side-by-side with us this last year, for the last 29 years, and for the next many years as we plant trees and grow the forest together.

Sincerely,

Jan Masaoka

Executive Director

Clare Phillips

Chair

Board of Directors 2002

Rod Hsiao

Chair

Board of Directors 2003

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CompassPoint has deep roots in the community

Rooted in the values of work that is locally based, our branches have grown to have national and even international reach. This impact comes from the work we do everyday with nonprofits of all kinds: longstanding and new organizations, small and large, local and international, in the arts, the environment, civil rights, health, human services, education, social justice, and neighborhood development.

CompassPoint staff volunteer their time to the same community organizations with which we work, and many of our staff serve on nonprofit boards, including the Asian & Pacific Islander Wellness Center, Breast Cancer Fund, California Community Dispute Services, Future Families, Institute for Nonprofit Organization Management/University of San Francisco, Piedmont Middle School Parent Club, Project Inform, San Francisco Foundation Community Initiative Funds, San Francisco Women Against Rape, SF Tsunami, Streetside Stories, Support for Families of Children With Disabilities, Trikone, and the Young Nonprofit Professionals Network (YNPN). **Half the members of our Board of Directors are colleagues in the nonprofit sector, bringing their daily and deep knowledge**

Twenty-nine years ago, a sapling was planted that has grown into CompassPoint Nonprofit Services. Today that tree has matured and grown to scale: each year more than 11,000 nonprofit staff and volunteers choose to attend CompassPoint workshops and conferences, and more than 375 nonprofits select us as their consultants. Nationally recognized by leading foundations as their partner in strengthening the nonprofit sector, we are also proud that the NonProfit Times honored CompassPoint's executive director, Jan Masaoka, as Nonprofit Executive of the Year for 2002.

Rather than attempt a comprehensive look at all of CompassPoint's activities, this report to you—our colleagues, clients, supporters, critics, and friends—presents highlights from the last year.

The professional development department for the nonprofit sector

CompassPoint staff teach and produce 700+ workshops each year—a virtual corporate training department for nonprofits. These programs represent investments in the people of nonprofit organizations. The Case for Learning is a Case for Training, a paper by Jan Masaoka and Silicon Valley Director Ken Goldstein, reflects CompassPoint's leadership in nonprofit training and highlights the value in capacity building for individuals—endowing staff and volunteers with the knowledge, skills, and perspectives for them to manage their organizations. This paper also informed the launch of TrainingPoint—www.trainingpoint.org—a groundbreaking website that provides free use and sharing of quality training materials in technology utilization; 1,400 technology trainers have already registered as participants.

Research

CompassPoint is able to propose and complete research based on our practice in the field, and the research templates we continue to refine. Two studies in 2002 focused attention on the importance of investing in the people of the nonprofit sector. On the Rise: Women of Color in Nonprofit Leadership revealed that women executive directors of color are overall better educated, have more management experience, and are more likely to have been hired from within than executive directors in general. Help Wanted: Turnover and Vacancy in Nonprofits drew attention to strategies for nonprofit success in the competition for recruiting, retaining, and developing talent. These studies—available free on our website (and for a fee in hardcopy) are the latest in CompassPoint's highly influential research program.

CompassPoint Resources

- Workshops, Seminars & Conferences
- Management+ Technology Consulting
- Executive Transitions + Executive Coaching
- Research + Publications
- Electronic Newsletters + Online Bookstore
- Searchable Online Databases
- Nonprofit Development Library

healthy trees bear healthy fruit

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Trees grow best in healthy soil full of nutrients. We know that a nonprofit can thrive when set in a vibrant nonprofit community working with partners in philanthropy and government. In turn, only healthy trees can bear healthy fruit; we recognize that effective human service programs, life-changing art and victorious civil rights and environmental programs can only be sustained within strong organizations.

As an organization dedicated to increasing the impact of people working and volunteering in the nonprofit sector, we nurture a healthy forest where trees can grow strong.

Consulting

Organizations and leaders make use of CompassPoint's Executive Transitions program to sustain their health and safeguard their future. Last year, more than 50 organizations worked with CompassPoint on succession planning, executive search, interim executive director placement, and post-hire support. Another 300 organizations engaged CompassPoint consultants for work in mergers, finance, strategic planning, boards of directors, technology, and organizational change.

This large body of practice gives us opportunities to share what we know; for example, Mike Allison's Nonprofit Management & Leadership article on boards and executive change, Into the Fire, along with director Tim Wolfred's national speaking and consulting work, have built the Executive Transitions program into one with national recognition for its depth and intentionality. The Institute for Nonprofit Consulting (INC) is in its fifth year as a three-day intensive session teaching consulting skills to individuals with content expertise—another way we contribute to a healthy nonprofit ecosystem.

CompassPoint Consulting

CompassPoint's consulting is conducted by our staff and affiliate consultants who work in Practice Groups to strengthen their work, drive our workshop curricula, and develop practical tools. Topics of consulting in 2002 included:

- Executive Transitions
- Succession Planning & Leadership Development
- Strategic Planning
- Boards of Directors
- Fundraising Strategies
- Accounting & Financial Management
- Program Evaluation & Constituency Research
- Organizational Development & Structure
- Strategic Restructuring & Mergers
- Technology & Internet

Financial viability is an increasing concern for nonprofits, as well as the accounting, financial analysis, and governance systems that support good decision-making. As part of our response to the economic crisis in the sector, CompassPoint's Finance Practice Group developed a new course on QuickBooks, published our own Adapting QuickBooks for Nonprofits, and began consulting with Intuit, B2P, and other for-profit publishers on the design of their accounting and fundraising software products. In 2003, CompassPoint will complete its development of a national Financial Viability Initiative to support nonprofit business analysis and planning.

While Executive Coaching has long been a professional development resource in the business world, nonprofit leaders and staff have only recently begun to explore the benefits of coaching. Completing a year-long demonstration project with 25 executive directors, CompassPoint is now working to institutionalize this service to help EDs act more fully as leaders and find more balance in their lives.

the world needs healthy forests

We believe that nonprofit, public benefit organizations are essential to prosperous and thriving communities. CompassPoint's breadth of services allows us to nurture the forest along with its individual trees. The integration of CompassPoint's services—consulting, training, and research—means that we can bring a balanced perspective based on a large body of practice. Through the Capacity-LEAP program, directed by Steve Lew, we have partnered with the federal Office of Minority Health, San Francisco Department of Public Health, and AIDS organizations in communities of color to strengthen not only their infrastructures but their ability to sustain themselves over the coming period.

Information and learning

CompassPoint's electronic reach helps nurture the "forests" locally, nationally and internationally. While 6,500 people visit CompassPoint's offices each year for workshops, more than 18,000 web visitors visit

We are grateful to the volunteer members of our National Research Advisory Council, who critique our research methodologies and findings, helping to keep our research of the highest possible caliber:

- | | | |
|--|--|--|
| - Alan Abramson
Aspen Nonprofit Sector
Research Fund | - Rod Hsiao
A.T. Kearney | - Mary Ann Holohean
Eugene and Agnes Meyer
Foundation |
| - Russy Sumariwalla
United Way International
(retired) | - Paul Light
The Brookings Institution | - Carol Silverman
Institute for Nonprofit
Organization
Management,USF |
| - Ignatius Bau
The California Endowment | - Virginia Hodgkinson
Center for Voluntary
Organizations and Service,
Georgetown University | |

our website each month. This site is primarily a content site; it includes free downloadable research papers and handbooks, thought-provoking articles, and answers to hundreds of frequently asked questions. In addition, the Board Café brings thought-provoking articles to 24,000 subscribers from the US and Canada; and nearly 12,000 subscribers refer to Food for Thought and Silicon Valley Food for Thought for resources and news.

As a community-based organization ourselves, CompassPoint stands alongside nonprofits and funders in our collective mission to change the world. Nonprofits choose us as their consultants, trainers, and speakers because they trust our community roots, and because they know they will get caring and rigorous work from us. Foundations, corporations and government agencies choose us because they know that our feet are planted in the ground, and they value our scale, reach, and reputation for reliability.

democracy, like the
nonprofit sector, is about
collective action for a prosperous,
peaceful, healthy, and just world.

Democracy is not tidy or one-sided; like a forest, democracy is an ecosystem where plants and animals find shelter, compete, mature, and evolve the nature of the forest over time. We are proud to be both a tree and a tree planter, and grateful to be part of a very large multitude who plant, champion, and care for trees everyday.

CompassPoint by the Numbers 2002

Organizations contracting with us in 2002 as their consultants and speakers	384
Organizations contracting with Executive Transitions	31
Board Café subscribers	24,615
Food For Thought and Silicon Valley Food For Thought subscribers	11,735
Unique visits to CompassPoint's website per month	10,238
CompassPoint official colors	green and blue
Workshops offered	710
Individuals who attended a workshop or conference	10,819
Students enrolled in the San Jose State University-CompassPoint Certificate Program	116
Board members	15
People of color board members	43%
Staff members	40
LGBTQ staff	30%
People of color staff	46%
Volunteer faculty	233
Visitors to the Nonprofit Development Library in San José	1,367
Registered participants on TrainingPoint.org	2,379
Total revenue	\$5,251,361
Total expenses	\$5,151,708

Board of Directors 2002

Clare Phillips	<i>Chair, AMD</i>
Elizabeth Share	<i>Vice Chair, Bread and Roses</i>
Tom Siino	<i>Treasurer, A4C</i>
Mary Lester	<i>Secretary, Alliance for Technology Access</i>
Peggy Argus	<i>Personal and Business Coach</i>
Cassandra M. Flipper	<i>Bread and Roses</i>
Diane Ford	<i>Sobrato Family Foundation</i>
Rod Hsiao	<i>A.T. Kearney</i>
Edie Kirkwood	<i>Silicon Valley Council of Nonprofits</i>
John Kreidler	<i>Cultural Initiatives Silicon Valley</i>
Alison L. Marks	<i>Volunteer Center of San Francisco</i>
Jules Mayer	<i>ChevronTexaco (retired)</i>
Ted Mitchell	<i>Delagnes, Mitchell & Linder</i>
David Mercer	<i>YMCA of the USA (retired)</i>
Jeffrey Ken Mori	<i>Asian American Recovery Services</i>
Arnold Perkins	<i>Alameda County Department of Public Health</i>
Joseph Valentine	<i>Morris Stulsaft Foundation</i>

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Staff

Jan Masaoka	<i>Executive Director</i>
Mike Allison	<i>Associate Director and Director of Consulting and Research</i>
Marla Cornelius	<i>Training Director</i>
Cissy Dendy	<i>Administrative Director</i>
Ken Goldstein	<i>Silicon Valley Director</i>
Nelson Layag	<i>Director of Technology</i>
Karen Aitchison	<i>Training Program Assistant</i>
Roald Alexander	<i>Information Systems Administrator</i>
Mel Asher	<i>Receptionist</i>
Sylvia Barbosa	<i>Silicon Valley Training Assistant</i>
Tom Battin	<i>Director of IT Consulting</i>
Liana Bean	<i>Accounting Clerk</i>
Susan Bennett	<i>Technology Faculty</i>
Michael Brochner	<i>Development Director</i>
Barbara Camacho	<i>Training Program Assistant</i>
Denis Chamberlin	<i>Budget Director</i>

Cristina Chan	<i>Special Projects Director</i>
Miriam Engelberg	<i>Technology Faculty and Chief Cartoonist</i>
Anushka Fernandopulle	<i>Staff Consultant</i>
Joel Ginsberg	<i>Staff Consultant</i>
Michelle Gislason	<i>Conference Director</i>
Jude Kaye	<i>Senior Staff Consultant</i>
Ken Kurtzig	<i>Special Projects Manager</i>
Gary Levinson	<i>Director, Administration of Consulting and Research</i>
Steve Lew	<i>Staff Consultant and Director, Capacity LEAP</i>
Gen Llamas	<i>Research Assistant</i>
Ellen Luo	<i>Administrative Assistant</i>
Sarah McKereghan	<i>Consulting and Research Administrative Assistant</i>
Pardis Parsa	<i>Executive Assistant</i>
Jeanne Peters	<i>Senior Staff Consultant</i>
Rosa Resendez	<i>Silicon Valley Training Manager</i>
Amari Romero Vorwerk	<i>Senior Staff Consultant</i>
Yarrow Sandahl	<i>Receptionist</i>
Janelle Secreto	<i>Silicon Valley Administrative Assistant</i>
Colleen Shelly	<i>Receptionist</i>
Vicki Sliger	<i>Receptionist</i>
Sabrina Smith	<i>Development Manager</i>
Lloyd Stensrud	<i>Technology Faculty</i>
Kara Vassily	<i>Consulting and Research Administrative Assistant</i>
Alfredo Vergara-Lobo	<i>Senior Staff Consultant</i>
John Whitmer	<i>Circuit Rider and Technology Specialist</i>
Tim Wolfred	<i>Director, Executive Leadership Services</i>
Mandy Wu	<i>Staff Accountant</i>
Robin Wu	<i>Consulting and Research Administrative Manager</i>
Dora Yung	<i>Capacity LEAP Project Manager</i>
Shari Zigelbaum	<i>Office Manager</i>

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Affiliate Consultants, 2002

Mim Carlson	Dawn Rubin
Viveka Chen	Liz Schaffer
Jan Cohen	Karen Schiller
Ann Danner	Theodore H. Scott

Margaret Donohoe	Connie Shapiro
Kerry Enright	Cianna Stewart
Doug Ford	Linda L. Willis
Grace Hammond	Brian Wilson
Gary Page	Deborah Wu
Maria Ramos-Chertok	Jerald R. Yeager
Karen Robbins	

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Funders & Contributors

We are deeply grateful to our investors: the foundations, corporations, and individuals who help keep our services affordable to all nonprofits.

Institutional Donors

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The California Wellness Foundation
David & Lucile Packard Foundation
Evelyn & Walter Haas, Jr. Fund
Fireman's Fund Foundation
The James Irvine Foundation
Levi Strauss Foundation
The San Francisco Foundation

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Alternative Telecom
Annie E. Casey Foundation
Atkinson Foundation
Applied Materials
California Consumer Protection Fund
ChevronTexaco
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City and County of San Francisco Mayor's Office of Community Development
Community Foundation Silicon Valley
Community Technology Foundation of California
Dean & Margaret Leshner Foundation
Direct Mail Center
East Bay Community Foundation
Ford Foundation
Harder & Company Community Research
Hood & Strong LLP
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Junior League of San José
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Richard & Rhoda Goldman Fund
Sierra Health Foundation
Skoll Foundation
Sobrato Family Foundation
Tech Foundation
Union Bank of California
United Way of Silicon Valley
Waitt Family Foundation
The William & Flora Hewlett Foundation
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William Randolph Hearst Foundation
Y & H Soda Foundation
Zellerbach Family Foundation

Individual Contributors

Michael Allison & Jennifer Chapman

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Cassandra M. Flipper
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Douglas Ford
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Elizabeth Share
Tom Siino
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Michael Stein
Gary Stern
Cianna Stewart
Russy D. Sumariwalla
Charles B. Turner, Jr.
Joseph Valentine
Claudia Viek
Deborah Wu
J. R. Yeager

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Consulting Clients & Speaking Engagements

It is our honor to have worked with 384 organizations in 2002 as their consultants and speakers.

NATIONAL AND INTERNATIONAL

(a sample from 26)

Annie E. Casey Foundation
The Aspen Institute
Clean Water Fund
Enlace, A.C.
Hawai'i Community Foundation
Lambda Legal Defense and Education Fund
National Association of People with AIDS
National Minority AIDS Council
Nonprofit Risk Management Center
Terra Peninsular
Training Resources for the Environmental Community
Venezuela Without Boundaries

CALIFORNIA BEYOND THE BAY

(a sample from 17)

Being Alive San Diego

Bilingual Community Education Program Projects and Services

Boys and Girls Club of Monterey County

California Institute for Rural Studies

California Pan-Ethnic Health Network

California Statewide Certified Development Corp.

Sierra Health Foundation

The Waitt Family Foundation

Yosemite National Institutes

EAST BAY

(a sample from 70)

Afghan Coalition

Alameda County Bar Association

Aquatic Outreach Institute

Asian Immigrant Women Advocates

Bay Area Coalition for Equitable Schools

Bay Area Development Company

Berkeley-Albany YMCA

Building Opportunities for Self Sufficiency

Consumer Credit Counseling Service of the East Bay

Diablo Valley AIDS Center

Disability Rights Advocates

Julia Morgan Center for the Arts

Marcus Foster Educational Institute

Natural Heritage Institute

Shelter, Inc.

Transportation and Land Use Coalition (TALC)

Urban Strategies

Volunteer Center of Alameda County

Women's Cancer Resource Center

Youth ALIVE!

Youth Together

MARIN & NORTH BAY

(a sample from 12)

Alliance for Technology Access
Chitresh Das Dance Company
Early Childhood Resources
Napa Emergency Women's Services
The Marin Institute
Volunteer Center of Sonoma County

PENINSULA & SILICON VALLEY

(a sample from 102)

Achieve
American Leadership Forum - Silicon Valley
American Red Cross, Palo Alto Area Chapter
The Bridge School
Career Closet
Center for Domestic Violence Prevention
Child Care Coordinating Council of San Mateo County
Community Action Board of Santa Cruz County
Community Breast Health Project
Community Services Agency of Mountain View and Los Altos
Dientes! Community Dental Clinic
Gamble Gardens
Girl Scouts of Santa Clara County
Hillbarn Theatre
Islamic Networks Inc.
Jacob's Heart
Las Isabelas
Lenders for Community Development
Los Lupeños
Mayfair Neighborhood Improvement Initiative
Northside Theatre Company
Orchard School
Organic Farming Research Foundation
Pacific Art League
Pajaro Valley Health Trust
Palo Alto Chamber Orchestra
Parents Helping Parents
Pro Latino

Public Access to Wildlife Study
Raising a Reader
Redwood City Friends of Literacy
Resource Area for Teachers
Sor Juana Ines
TheatreWorks

SAN FRANCISCO

(a sample from 159)
Asian Law Caucus
Bayview Hunters Point Youth Park
Black Coalition on AIDS
Booker T. Washington Community Service Center
Children's Book Press
Chinatown Community Development Center
Coral Reef Alliance
Deaf Communities Together, Inc.
Eth-Noh-Tec
Family Support Services of the Bay Area
Frameline
Glide Memorial Church
Haight-Ashbury Free Clinics, Inc.
Hispanic Scholarship Fund
Instituto Familiar de la Raza
Latina Breast Cancer Agency
Local Initiatives Support Corporation (LISC)
Mental Health Association of San Francisco
Mission Neighborhood Health Center
National Asian American Telecommunications Association (NAATA)
Native American Health Center
New Langton Arts
New Leaf
Northern California Grantmakers
Pacific Islander Cultural Association
Proyecto Contra SIDA Por Vida
San Francisco Arts Commission
Senior Action Network

Shanti Project
Support for Families of Children with Disabilities
Vietnamese Community Center of San Francisco
Volunteerism Project
Westside Community Mental Health Center
Wu Yee Children's Services

Volunteer Faculty

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The following individuals contributed their time and expertise as volunteer faculty in CompassPoint workshops and conferences. We are proud to be one way through which they support nonprofit, public benefit corporations.

Sharon Adam, Groundspring.Org
Alice Anderson, Silk, Adler & Colvin
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W. Aniseh Khan, CompuMentor
Elsy Arevalo, Friends for Youth
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Grace Caliendo, John Muir/Mount Diablo Community Health Fund
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Tina Caratan, Moss Adams, LLP
Patti Chang, The Women's Foundation
Sunil Chhabra, American Fundware
Christy Chin, Skoll Foundation
Linda Clark, U.S. Census Bureau

Ellen Clear, Peninsula Community Foundation
Alice Cochran, Golden Gate Tall Ships Society
Dan Cohen
Cindy A. Cohn, Electronic Frontier Foundation
Charles Collins, WDG Ventures
Veronica Conway, Black Professional Coaches Association
Julia Cooksey, State Farm Insurance
Robert Cote, CPA
Barrie Cowan, Sanger & Olson, A Law Corporation
Hilary Crosby, Crosby & Kaneda
Betty Curtis, Atkinson Foundation
Lela DaVia, DaVia & Brown
Bruce Davis, Arts Council Silicon Valley
Greg Dei Rossi, Armanino McKenna LLP
Laurene Dominguez, Justice Matters Institute
Kate Dowling, Marcus A Foster Educational Institute
Evan Elliott
Moy Eng, The William and Flora Hewlett Foundation
Debra Engel, Community Foundation Silicon Valley
Robert Erskine, US Bancorp
Magda Escobar, Plugged In
Laurel Etheridge, Senior Access
Timothy Etheridge, Project Open Hand
Robyn Faraone, United Way of the Bay Area
Sharon Farrell, Aquatic Outreach Institute
Bobbi Fischer
David Fischer, Luther Burbank Center for the Arts
Cassandra Flipper, Bread & Roses
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Susan Freundlich, The Women's Foundation
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Rosalie Gann, Oracle Corporation
Gary Gansle, Wilson Sonsini Goodrich & Rosati
Patricia Gardner, Silicon Valley Council of Nonprofits

Dan Geiger, Groundspring.Org
Forrest Gok, Haight Ashbury Free Clinics
Dan Goldes, Training Leaders
Flo Green, California Association of Nonprofits
Rick Green, The David & Lucile Packard Foundation
Kathi Gwynn, Steven & Michele Kirsch Foundation
Chris Halaburka, Parents Helping Parents
Victor Hall, Filipino Task Force on AIDS
Todd Hansen, The Health Trust
Alan Harper, Terra Peninsular
Laura Heffron, Macy's
Keith Heller, Heller Consulting
Melinda Henning
Peter Hero, Community Foundation Silicon Valley
Lisa Hoffman
Herb Holman, Merrill Lynch
Ann Holmes, TheatreWorks
Ruth Holton, The California Wellness Foundation
Bruce Honig, Honig IdeaGuides
Virginia Hooper, East Bay Community Foundation
Roxanne Howe-Murphy, LifeWise Learning Institute
Aaron Hurst, Taproot Foundation
Suzanne Irwin-Wells
Tina Jackson-Walda, Mediation Services
Adele James, The Women's Foundation
Bonnie Jameson, California State Hayward, Nonprofit Certificate Program
LuAnn Jenkins, National Semiconductor Corporation
Becky Johnson
Beth Jones, Raising More Money
Karla Jones, GET ORGANIZED
Beth Jones, Raising More Money
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Sharon Keating Beauregard, Lucile Packard Foundation for Children's Health
Burke Keegan
Helen Kim
Lisa Kim, PRx Inc.
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Tim Little, Rose Foundation on Community and the Environment
Raul Lozano, Teatro Visión
Brenda Lynch
Amy Lyons, The Goldman Environmental Foundation
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Joanne Maher, Asian American Recovery Services
Lise Maisano, S.H. Cowell Foundation
Steve Mangold, PRX
Jennifer Maragoni, Silicon Valley Business Ink
Esme Marconi, Asian & Pacific Islander Wellness Center
Alison Marks, Volunteer Center of San Francisco
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Dalya Massachi
Jennifer Mathe, Wilson Sonsini Goodrich & Rosati
Megan McAllister, Microsoft
Eric McDonnell, United Way of the Bay Area
Michelle McGurk, Community Foundation Silicon Valley
Ash McNeely, Peninsula Community Foundation
Honey Meir-Levi, Ronald McDonald House
Claudia Melendez, Nuevo Mundo
Victoria Mendiola, Sand Hill Foundation

Renee Menius, Internet.com
Karen Michaels, Power Path Seminars
Mark Miller, The Miller Institute for Learning with Technology
Terry Miller, Silk, Adler & Colvin
Holly Minch, SPIN Project
Akilah Monifa, SPIN Project
Susan Mooney
Tricia Moore, Heller Consulting
Jeff Mori, Asian American Recovery Services
Eileen Morley, City of Pleasanton Community Services
Artrese Morrison, Project Open Hand
Marian Mulkey, California HealthCare Foundation
Judy Murphy, The Y&H Soda Foundation
Craig Newmark, Craigslist
Lynn Nielson, Bank of America
Y. Armando Nieto, Earthshare of California
Jennifer Niklaus, Support Network for Battered Women
Laura Noss, Social Planets
Terry O'Hare, West Berkeley Foundation
Kathleen Odne, Dean & Margaret Leshner Foundation
Kelly O'Neal, Tech Rocks
Susan Packard Orr, Telosa Software
Judy Patrick, The Women's Foundation
Kris Perry, San Mateo County Children and Families First Commission
Frances Phillips, Walter & Elise Haas Fund
Joni Podolsky, Center for Excellence in Nonprofits
Tony Pohl, Pohl, McNabola, Berg & Company, LLP
Holly Potter, HT Potter Communications
Judi Powell, Peninsula Community Foundation
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Nancy Ragey, Community Foundation Silicon Valley
Brendan Rawson, Cultural Initiatives Silicon Valley
Toni Rembe, Pillsbury Winthrop, LLP
Stella Richardson, ACLU of Northern California
Tom Roberts, City of Oakland Fund for Children & Youth
Mary Rosas, Kaiser Permanente
Stephanie Roth, Grassroots Fundraising Journal

Sandip Roy, New California Media
Gloria Rubio-Cortes, Community Technology Foundation of California
Lisa Rudman, National Radio Project
Will Sanford, Sanford Creative & Consulting Services
Matthew Schaefer, CompuMentor
Tracy Schmidt
Michael Schrecker, CompuMentor
Liz Schuler, Center for Excellence in Nonprofits
Yael Schy, InMotion Consulting
Bran Scott, Heller Consulting
Josh Senyak, Quicksilver Consulting
Elizabeth Share, Bread & Roses
Gregory E. Siegler, Silk, Adler & Colvin
Susan Silveira
Daniel Silverman, Fenton Communications, Inc.
Fred Silverman, Marin Community Foundation
Jordan Simmons, East Bay Performing Arts
Sandy Sims, Los Gatos Weekly Times
Zak Sinclair, Vanguard Public Foundation
Jerry Skomer, Alternative Telecom
Chad Smith, Youth Lead
Rich Snowdon, Life Coach
Sheri Sobrato, Sobrato Family Foundation
Brenda Solorzano, The California Endowment
Bill Somerville, Philanthropic Ventures Foundation
Sterling Speirn, Peninsula Community Foundation
Madeline Stanionis, Donordigital.Com
Meghan Starkey, Alameda County Source Reduction and Recycling Board
Michael Stein, Groundspring.Org
Judith Steiner, Hidden Villa
Cecilie Surasky
Megan Swezey Fogarty, Nonprofits Liaison, Assemblyman Joe Simitian's office
Bill Terry
Karen Thomas, CompuMentor
Carol Ting, Nonprofit Finance Fund
Mark Toney, Center for Third World Organizing
Lynn Upchurch, Lynn Upchurch & Associates

Deborah Urban, Nonprofit Finance Fund
Bob Uyeki, East Bay Community Foundation
Joe Valentine, The Morris Stulsaft Foundation
James Vlantis, St. Vincent De Paul Society of San Francisco
Amari Vorwerk Romero, Sacred Heart Community Service
Glynn Washington, Human Services Network
Marnie Webb, CompuMentor
Geol Weirs, The San Francisco Foundation
Beth Weisberg, Workplace Essentials
Carol Welsh Gray, Center for Venture Philanthropy
Julie Wheeler, Strongrrl
Fresh White, CompuMentor
Junious Williams, Urban Strategies
Pam Willow, Alameda County Public Health Department
Judith Wilson, Judith Wilson and Associates
Gayle Wilson, Casey Family Programs
Lisa Witter, Fenton Communications, Inc.
Francis Wong, Justice Matters Institute
Kimberly Wright-Violich, Schwab Fund for Charitable Giving
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