

CompassPoint

2017 Gratitude Report



for more info visit: CompassPoint.org

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Dear CompassPoint Community,

Looking back on 2017, one thing truly stands out for us: a deep and abiding sense of gratitude for the work we've done together and how you—our community—has supported us and challenged us to change.

Expressing joy and gratitude can indeed feel radical in the face of what we're experiencing across the country—a rising tide of unleashed unapologetic bigotry and racism, attacks on our environment, inhumane treatment and injustices against our communities, and the rolling back of victories so many of our movements have fought for. And yet, because of all that, joy and gratitude not only feel important—they feel like essential acts of revolution.

Times like these remind us that it's not enough to just tear down what's not working—we need to stand more firmly in our values than ever before and boldly imagine the kind of just and equitable world we want instead. We need new structures, new systems, and—most importantly—new ways of being with each other where justice and humanity can flourish.

2017 was a pivotal year for CompassPoint: as a group, it was a time to name our boldest collective vision and bring the wealth of our 40 year history more directly and intentionally into a tradition of resistance to step into solidarity with racial justice movements and the community of leaders we work with.

That vision plays out and evolves every day in our workshops, in coaching sessions, across cohort programs, and in the learning communities we bring together. Reflecting, experimenting, and practicing with all of you is the joyful, challenging, creative heart of CompassPoint's work. We're grateful to work shoulder to shoulder with leaders committed to social justice and we're grateful to be challenged to fully step into an approach to leadership that centers liberation.

We're grateful for the many practitioners that have worked at (and in network with) CompassPoint over the years, pushing our practice forward in big and small ways.

We're grateful to the many movement leaders across our programs who are fighting to end intimate partner violence, upholding reproductive justice, working toward racial equity, and dismantling oppression in all its forms. Their work affirms how our struggles are all bound up together.

We're grateful to the many foundations that have made this work and our own organizational transformation efforts possible, who have changed with us as we step into our commitment to racial justice and equity, and who have funded our efforts to invest in our core so we can be the best partner in contributing to a more just world we can be.

In this gratitude report, we're excited to share our new vision and values, introduce you to a few of the leaders we've been lucky to work with, and invite you to share in our joy and gratitude of celebrating CompassPoint's community of participants and supporters.

Thank you for your commitment to social justice and for learning and growing with us.

In partnership and solidarity,

The CompassPoint Board and Staff



OUR VISION AND VALUES: Where Are We Going?

Our communities demand and deserve an approach to leadership development that centers liberation: one that nurtures people and relationships, lives at the crossroads of our urgent day-to-day needs and a visionary narrative of the future, and understands how our different struggles are bound up together.

In 2017, with the help of consulting group co-LAB (Maura Bairley, Monica Dennis, Viveka Chen), we created an organizational transformation focused on:

- reimagining our collective vision (what kind of world do we want to build?)
- grounding in our values (what are the principles that are the foundation for how we move toward that vision?); and
- shaping a new framework for organizing ourselves where those values can live at the center and inform everything we do.



PLACE +
COMMUNITY

Leadership Spotlights 2017

Get to Know Some of Our Program Participants

We are so grateful for the community of leaders who have worked with CompassPoint over the last year and have participated in our programs—from Oakland to the Inland Valley of California, and all the way to Louisiana.

Across our programs, participants often remark on the power of connection. It's a reminder that relationships are at the center of social justice work. Without the trust, courage, and imagination that our program participants bring to the table, these thriving learning communities couldn't reach their full potential.

In these next few pages, we feature just a few of the many leaders that are part of the CompassPoint community as an invitation for you to get to know them better and get a glimpse into their experiences.





ARMAN LIWANAG



One thing that's been really important in this program has been the emphasis on humanization of self and others. From the very beginning, we've been able to share space with each other and go beyond our titles and organizations. It's about getting to know each other on a more personal level and going from the intellectual "head" space to the emotional "heart" space.

Equity work can be difficult and uncomfortable, but when we humanize each other, I think that sets us up to really transform our organizations. It's nice to connect with other organizations that I might not have met otherwise—to learn from each other and struggle alongside each other.



ARMAN LIWANAG

Senior College Affordability Advisor, UAspire

Participant in CompassPoint's Organizational Equity
Leadership Development Program
(Made Possible by the Kresge Foundation)

Read more about the OELDP program at: www.compasspoint.org/oeldp



CIBONAY JIMENEZ



For me, network building has always been crucial in the work that we do. When you're looking at systematic change, if we don't have networks that are established and strengthened, then everything falls apart. It's exciting to see that there are so many people involved in this program that are working both at the grassroots and mainstream levels.

We're all interconnected but have different places in the movement. From our very first convening, it was very clear to me that the people chosen to be in this program are the right people. You can feel it immediately in the conversations we're having: everyone is in a place of readiness to question what is happening in the movement, to talk about racism and historical trauma, to question our own learning process, and decolonize our minds.

CIBONAY JIMENEZ

Independent Consultant

Current Network Weaver Learning Lab and previous Strong Field Project participant
The Network Weaver Learning Lab is delivered in partnership by Management Assistance Group and CompassPoint
(NWLL and the Strong Field Project are made possible by Blue Shield of California Foundation)

Read more about NWLL at: www.managementassistance.org/network-weaver-learning-lab/





CARMEN GREEN



I can say that I've developed real friends through HIVE. When you are called to be raw on day one in front of people you don't know, it makes for an immediate bond. I'm learning how to get out of my head. I'm learning how to feel an issue.

Coming from academia, you're worried about the words and how you're going to be perceived. Now I know that I can tell my story and not be ashamed. I can stand behind what I'm saying and go beyond just facts and numbers to get my message across.

I know that I don't have to choose between a "*policy place*" or a "*black woman place*" or a "*medical provider place*"—I can do all the things that I believe I'm called to do.



CARMEN GREEN

National Training Director, National Birth Equity Collaborative

HIVE Leadership Development Program Participant
(Made Possible by the Packard Foundation)

Read more about the HIVE Leadership Development Program at: www.compasspoint.org/hive

COMPASSPOINT SUPPORTERS

With deep gratitude for your generous support, thank you to the foundations and individual donors that make CompassPoint's work possible.

Supporting Foundations

Blue Shield of California Foundation
California Community Foundation
East Bay Community Foundation
Evelyn and Walter HAAS, Jr. Fund
Guillermo J. Valenzuela Foundation
Satterberg Foundation
Silicon Valley Community Foundation

The California Endowment
The California Wellness Foundation
The David & Lucile Packard Foundation
The Kresge Foundation
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Sean Kosofsky
Cathy Miranda
Ruth McCambridge

Naomi McSwain
Holly Minch
Michael Mitrani
Lupe Poblano
Elizabeth Schaffer
Emily Smizer
Mandy Wu

PEOPLE AND NUMBERS

Audited Financials

Total Revenue:	\$3,731,747
Expenses	
Program:	\$3,012,800
Management & General:	\$745,051
Fundraising:	\$74,596
Total Expenses:	\$3,832,447
Net:	\$(100,700)
Total Net Assets:	\$2,802,056

2017 CompassPoint Board and Staff

CompassPoint Board			
Jim Hill Board Chair	Tonnetta Conner Vice Chair	Alexandra Cespedes-Kent	Fran Jemmott
Susun Kim Treasurer	Gene Takagi Secretary	Rob Hope	
CompassPoint Staff			
Berty Arreguin	Sarah Gort	sujin lee	Emily Smizer
Jeanne Bell	Jasmine Hall	Steve Lew	Mandy Wu
Cristina Chan	Byron Johnson	Cathy Miranda	Lupe Poblano
Marla Cornelius	Maro Guevara	Asha Mehta	Paola Cubías
Shannon Ellis	Nelson Layag	Kad Smith	

Volunteer Presenters

Ted Bilich, Risk Alternatives	Gina Mcdonald, CPA	Jason Clause, IT Consultant, Endsight	Michelle Natividad Rodriguez, National Employment Law Project
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OVERVIEW OF PROGRAM PARTICIPANTS AND CONSULTING ENGAGEMENTS

Cohort Leadership Programs



Network Weaver Learning Lab	16 participants
Next Generation Leaders of Color Inland Region	20 participants
Organizational Equity Leadership Development Program	18 participants
HIVE Leadership Development Program	15 participants
STRONG Nonprofits Program	23 participants
Fundraising Bright Spots Program	23 participants
Fundraising Academy for Communities of Color: Fundraising Bright Spots for Black and Brown Communities	20 participants

Consulting Clients

Alameda County Community Food Bank Project	Greater New Orleans Foundation	New Door Ventures
American Friends Service Committee	GRID Alternatives	Novo Foundation
Ann Martin Center	Haven Women Center of Stanislaus	Pacific Foundation Services
API Wellness	Health Outreach Partners	Prospera
CALCASA	Hirsch & Associates	Rubicon Programs
California Communications Access Foundation	Hispanic Foundation of Silicon Valley	San Francisco LGBT Center
Centro Legal de la Raza	If/When/How	SIREN (Services, Immigrants Rights & Education Network)
City Year San Jose/Silicon Valley	JDC Partnerships	STAND! For Families Free of Violence
Destiny Arts	Low Income Investment Fund	The California Wellness Foundation
Earthjustice	MidPen Housing	The San Francisco Foundation
East Bay Asian Local Development Corp	Mimi and Peter Haas Fund	Women's Donor Network
Eastside Arts Alliance	Minnesota Council for Nonprofits	
Filipino-American Development Foundation	Mission Economic Development Agency	
FranDelJA	National Queer Asian Pacific Islander Alliance	

OVERVIEW OF PROGRAM PARTICIPANTS AND CONSULTING ENGAGEMENTS (CONTINUED)

Peer Network Participants

Finance Professional Network: 173

Bay Area Nonprofit HR Network : 133

Number of Workshops Delivered

123 workshops delivered

Number of Workshop Participants

2,297

Number of Leadership Intensive Participants

Executive Director 101: 60

Nonprofit Management Institute: 43

Thriving as a Board chair: 18



About the artist



Zeke is a cartoonist and illustrator working on the US/MX frontera in El Paso, Tejas. He uses comics to remix history and reclaim stories about the border community using satire and humor. He recently received the Boston Globe Horn Book Award for a graphic biography he illustrated titled *Photographic: The Life of Graciela Iturbide* (Getty Publications 2017). He has published work with VICE.com, Latino USA, The Believer Magazine, The Nib and Cinco Puntos Press. Zeke is currently working on a children's book written by Isabel Quintero to be published in 2019 by Kokila, a Penguin Books imprint.

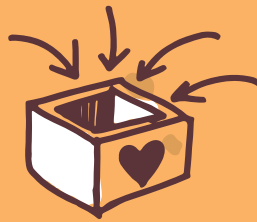
Website: zpvisual.com | Instagram + Twitter @zpvisual

Design & Layout by Rogelio Lozano

Website: Rogelio-Lozano.com



CompassPoint



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