



2021 IMPACT REPORT

Stability, Growth, Community

A letter from our Executive Director

I got an email in late December 2021 asking Compass to open our Day Center for overnight shelter during the predicted cold weather emergency. We knew it was critical to get people inside with temperatures expected to be below 20 degrees. At the same time, Compass itself was close to a breaking point. We had eight staff members out with COVID and expected more with holidays approaching. I wasn't sure how we would find enough staffing to keep our existing sites open much less a new cold weather shelter.

Somehow, we made it work. We engaged a temporary staffing agency and asked our directors and other administrative staff to work in the shelters. By the time the weather emergency passed at the end of the year, we were all tired but gratified that we had been a place of refuge for up to 80 people during the worst of the storms.

This story could be an allegory for our year at Compass. We were faced with challenge after challenge. Increased risks because of COVID made it more difficult to recruit and retain our essential staff.

Increased societal pressures found their way into our programs in the form of increased drug use and mental health challenges. All our staff members are trained in using Narcan and there were more incidents requiring its use than in any prior year we've experienced.

And yet so many things have left us gratified.

In 2021, we celebrated our Centennial with a virtual event filled with storytelling from our residents in a series of terrific videos. If you missed it, I highly encourage you to give it a look.

www.compasshousingalliance.org/videos/

Continued

A letter from our Executive Director

We also began our partnership with Lutheran Community Services Northwest and completed a strategic plan that I am convinced will lead Compass to new heights as a member of this partnership. You will read more about the plan in this report.

Perhaps most critically, we invested in our people. We're working toward ensuring that everyone at Compass is paid a living wage and has the training needed to provide those we serve with an opportunity to succeed.

Of course, none of the work we do would be accomplished without the hard work of our staff and your continued support of Compass.

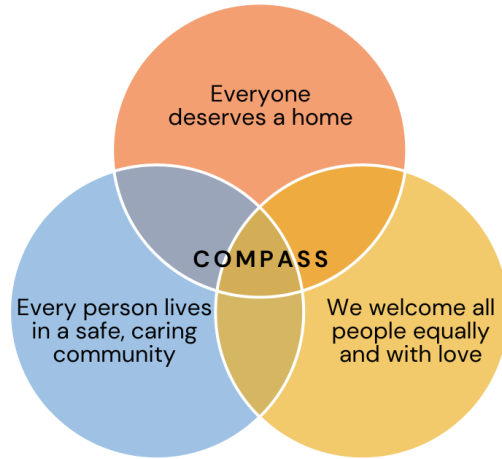
Thank you for being part of this journey.



Mary Steele,
Executive Director



At our core



2021 Board of Directors

Jonathan Perrino, *Chair*, Microsoft

Patricia (Pat) Coleman, *Vice Chair*, Coleman and Associates

Lisa Aplin, *Treasurer*, Northwest Hardwoods

David Chen, *Secretary*, Central City Concern

David Duea, LCSNW

Heike Lake, LCSNW

Kirby Unti, retired Bishop, ELCA

Derek Young, Amazon

Our core services

We provide on-the-ground emergency services and affordable housing for people from all walks of life - diverse cultural backgrounds, homelessness, gender identities, races, ethnicities, and mental & physical abilities. We have 20+ locations throughout the Puget Sound Region.

Enhanced Emergency Shelter

- 24/7 Enhanced Shelters
- 222 individual sleeping spaces with three walls of privacy & locked storage
- Focused on finding permanent affordable housing
- Person-centered, trauma-informed lens case management

Emergency Services

- At our Compass Center, we provide trauma-informed mailing services
- Day Center
- Hygiene Center that includes laundry
- Housing navigation support

Affordable Housing

- 684 units of affordable housing serving individuals, families, and Veterans
- Mixed-income, inclusive, diverse communities
- Most housing includes services



We had an impact on over 5,000+ people



94% residents that maintained their housing with us or exited to permanent housing

30% permanent housing placement rate from shelter



134,000 pieces of mail processed

8,300 trauma-informed banking transactions

17,600 showers and loads of laundry

684 units of affordable housing

222 shelter beds



51% of those who stayed with us saw an increase in income

50% who exited saw an increase in income while at Compass



“This place is one of Seattle’s saviors. This is one of the only places that allows people who are homeless to shower and wash clothes. They even help with food, housing, and other services.”

2021 Financials

Budget

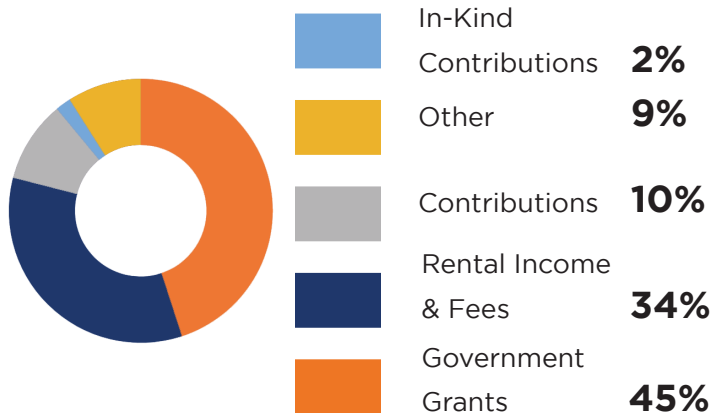
Support and Revenue:

\$21,670,844

*Operating Expenses:

\$25,328,559

Revenue



Expenses



*Expenses include non-cash depreciation and amortization totalling \$5,996,995

Ambassador Council

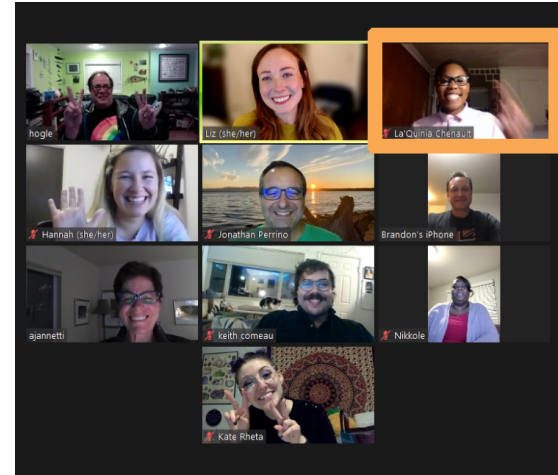
Created in 2021, the Ambassador Council is comprised of a diverse group of community members who desire to be of service, expand their networks, and become ambassadors to the community on behalf of Compass and the people served by our work.

We believe in the power of philanthropy to enrich lives for supporters, as well as the people served by the mission. We are deeply committed to this work.

“Whatever I can do to help is what I want to do. Compass changed my life. There is a level of understanding and a nonjudgmental zone at Compass. I want to pass that along and inspire other people, especially women and girls.”

La’Quinia Chenault
Ambassador Council Member

Interested in joining the Ambassador Council? Contact Liz Jarrard, Director of Advancement, at ljarrard@compasshousingalliance.org.



“No one deserves to be out on the street. We know that homelessness is caused by a lack of housing and a lack of support.”



Community conversations

If we want to solve homelessness, we need to have the hard conversations. That was the thought behind our first “Community Conversation” with Gregg Colburn, co-author of the book “Homelessness is a Housing Problem: How Structural Factors Explain U.S. Patterns.”

This event was so well received it fertilized the idea of a series of conversations and discussions that we have now named Compass Housing Alliance NAVIGATES.

Compass Housing Alliance NAVIGATES is a speaker and conversation series designed to bring our community together to learn, collaborate, and foster understanding by exploring the complex, intersecting issues underlying the homelessness crisis AND what we can do about it.

www.compasshousingalliance.org/compass-housing-alliance-navigates/



Legacy Giving



You are already a good neighbor to those we walk alongside at Compass. We see that you put your values into action in our community by investing in Compass's mission. Now there is a way to make sure that investment continues for future generations.

Leave a legacy gift to Compass Housing Alliance. Your gift will have an enduring impact! Forward-looking legacy gifts help shape the future of our community. A legacy gift communicates a compelling message to your family and community about your values and the importance of helping the most vulnerable among us.

We promise we will make it easy.

Did you know that leaving a legacy can be as simple as filling out a beneficiary designation form, such as on your insurance policy, investment account, or 401(k), or 403(b) plan?

Please call Anne Jannetti, Mission Advancement Officer, at (206) 474-1061 to explore your legacy giving options.

This is not professional legal or tax advice. Please consult your professional advisor about the consequences of this gift to your situation.



Thank you to all our donors & supporters

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Hill Family Foundation
Joshua Green Foundation
Medina Foundation
Microsoft
Muckleshoot Charity Fund
Nordstrom
PACCAR Foundation
SAFECO Insurance Fund
Snoqualmie Indian Tribe
The Boeing Company
The Dekko Foundation
The Foster Foundation
The Jane Isakson Lea Foundation
The Leland and Dorothy Olson Foundation
Thrivent Financial for Lutherans
Walsh Construction Company

The Compass community continued to show their support of this organization and we want to thank everyone who donated time, resources, or dollars. We couldn't do this work without your continued support!

Monetary value of in-kind donations in 2021 was
\$501,933!



Special acknowledgment of front line staff



In a year of variants, shredded patience, flared tempers, and an even more challenging workplace with changing regulations and policies, our frontline staff never gave up and never lost focus.

Without the dedication and hard work of our front line staff, we wouldn't be able to accomplish our mission.

Their professionalism, compassion, and toughness make all of our work possible.

“There are a lot of people who could be homeless right now, but they’re not because they have the support of their community. What I see every day is when we create community and our guests feel that support, that social capital, they can figure things out. There isn’t anything inherently special or a moral failing. They didn’t do anything wrong. It comes down to support.”

Elijah, Housing Navigator



“Compass is a great place to get help with housing and it is a safe place to get right, if you wanna be right.”

Our dedication to Diversity, Equity, and Inclusion (DEI)

We believe that every staff member should be able to bring their entire self to the workplace. No one should feel like they need to hide a part of themselves.

We believe that diversity, equity, and inclusion work are essential to our identity here at Compass, and in the last two years we launched a series of actions to continue on our journey of learning and growing towards justice. Some of these actions are ongoing.

Here are a select few:

- Created a DEI resource page for staff.
- Created two DEI committees - a white caucus and a BIPOC caucus.
- Promoted from within whenever possible.
- Developed and delivered DEI and cultural competency training.
- Hired and worked with a DEI consultant to begin assessment of Compass.
- Added DEI interview questions to the hiring process.
- Reviewed current policies and developed new ones with a racial equity lens to minimize disparate impacts on staff of color.



Standing on the side of justice

Statement against violence and bigotry



Last year, there was a rise of violence and bigotry aimed at people of Asian descent stemming from decades of underlying bigotry and misguided blame for COVID.

We condemn violence and bigotry and will continue to stand with those who need it.

At Compass, we stand up against racist and bigoted injustice affecting all communities of color, LGBTQIA+ communities, and other marginalized or underrepresented groups.

We condemn statements by those in power that have encouraged violence towards particular groups as a political means to an end.

We welcome all and will push for more understanding and empathy for communities of color while continuing to call for accountability to those that act on fear, bigotry, and explosive rhetoric.

Land acknowledgment

Compass Housing Alliance recognizes that we build housing & provide enhanced shelter programs on land that is the traditional homeland of the Coast Salish peoples.

We recognize Washington's tribal nations and Native organizations who have been the stewards of these lands since time immemorial.

We acknowledge that all Compass locations are on the unceded territory of the Coast Salish tribes and many of our programs are on the land of the Duwamish Tribe.

duwamishtribe.org/stand-with-the-duwamish



In Memoriam

We recognize and honor **April Denison** who has passed away recently. April worked in the CSO and was a valued team member who brightened whatever room she was in. Her team put together a card in honor of her memory.

It is with a heavy heart, that we share that one of our teammates at Compass Broadview, **Essence Mende**, has passed away unexpectedly. Essence was part of our family, and she was a beacon of light with a beautiful soul.

We also honor and remember the 213 lives lost to homelessness in the Greater Puget Sound region in 2021.





EVERYONE DESERVES A HOME

compasshousingalliance.org

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