



COMPASS
HOUSING
ALLIANCE



2022 IMPACT REPORT | **Stability, Growth, Community**

A letter from our Executive Director

You have likely heard by now that I plan to retire once Compass hires my replacement. Every leader needs to measure their energy, skills, and capabilities against the changing needs of the organization.

Compass is ready to start a dynamic chapter with new leadership and I could not be more excited for the future.

My focus for the last four years has been to put Compass on a path for growth. With the help of supporters like you, we have built a strong team and created financial stability.

Our affiliation with Lutheran Community Services Northwest and partnerships with many other organizations are opening opportunities across the region. Compass's next leader will be able to focus on building new affordable housing communities and increasing the services that our neighbors need to thrive.

When I came to Compass in 2019, some of you told me that people needed to hear more about Compass's good work. We have made progress in spreading the word. 2022's billboards even got a mention in GeekWire!

The next Compass leader will continue and expand our efforts to make Compass more known, developing deep connections to the funders and community leaders who help make Compass's work possible.

Compass is on an exciting path. During the past year, we partnered with diversity, equity, inclusion and accessibility experts to develop a new training series for our staff and continued the hard work of making Compass a welcoming place for all.

We opened Don's Place in Auburn, a new 80-room emergency housing program converted from a hotel as part of King County's Health through Housing initiative. We've also been evaluating potential building sites as we plan for new development.

A letter from our Executive Director

Closing this chapter is bittersweet. I love Compass and the people we serve. I love the dedicated team of people doing hard work at Compass every day. And I love those of you I have been fortunate enough to meet.

I have every confidence in the Compass Board of Directors as it chooses the next leader. I also trust in the Compass team to continue the inspirational work Compass has been doing for more than 100 years.

Thank you for supporting Compass as we look forward to the next chapter.



Mary Steele,
Executive Director



Mary and Senior Leadership at the Nyer Urness House 10-year anniversary celebration

AT OUR CORE

EVERYONE DESERVES A HOME

EVERY PERSON LIVES IN A
SAFE, CARING COMMUNITY

WE WELCOME ALL PEOPLE
EQUALLY AND WITH LOVE



2022 Board of Directors

Jonathan (Jon) Perrino, *Chair*, Microsoft

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

Lisa Aplin, *Treasurer*, Builders Capital

David Chen, *Secretary*, Central City Concern

David Duea, LCSNW

Heike Lake, LCSNW

Paul Stumme-Diers, Bethany Lutheran

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, gender identities, races, ethnicities, and mental & physical abilities. We have 19 locations throughout the Puget Sound region.

Emergency Services at the Compass Multi-Service Center

- Day Center with access to healthcare and food
- Hygiene Center with access to showers and laundry
- Housing-focused case management support and shelter referral
- Mail Center offering free mail services and a mailing address

Enhanced Emergency Shelter

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

Affordable Housing

- 687 units of affordable housing serving individuals, families, seniors, and Veterans with most housing including services
- Mixed-income, inclusive, diverse communities



“Compass has programs that allow you the ability to figure out what you want to do with your life, how you want to live your life, and what kind of person you want to be.” - former shelter guest

We had an impact on over 3,700 people

"When you are out there on the street you have to follow the rules, the code. It's the only way to stay 'safe.' Now that I have been removed from the rules of the street, with Compass's housing and support, I've been able to break free."

-Marc, Compass resident



3,951

MENTAL WELLNESS
CONNECTIONS

687

AFFORDABLE HOUSING UNITS



45%

OF RESIDENTS INCREASED
THEIR INCOME



88%

OF RESIDENTS
MAINTAINED THEIR
HOUSING WITH
COMPASS



9,684

SHOWERS AND LOADS
OF LAUNDRY



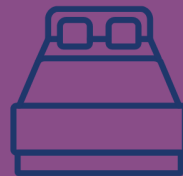
44,591

PIECES OF MAIL PROCESSED



228

ENHANCED
SHELTER BEDS



Voices from the Community

(Real reviews from people we serve via Google Reviews)

“This place is heaven on Earth to a homeless man like myself. The staff are professional and respectful at all times. Thanks, Compass for all you do!”

“Compass is loving and respectful!”

“Compass deserves our support. And thanks for all their good efforts to help the less privileged!”

“Compass is outstanding. 5-stars.”



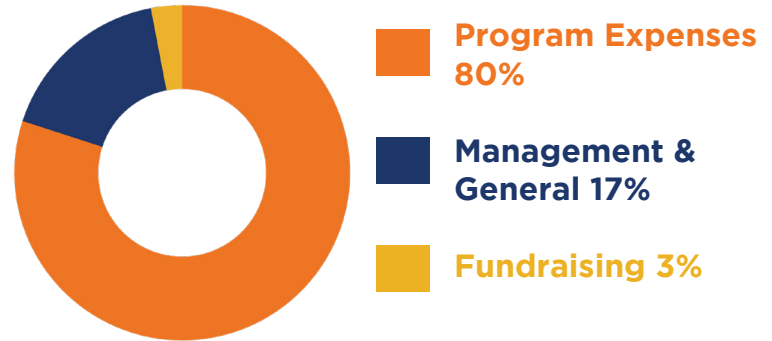
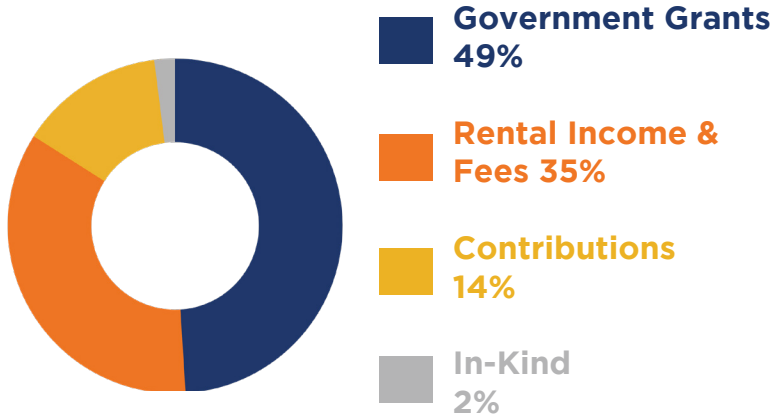
2022 Financials

***Support and Revenue:**

\$20,966,256

Operating Expenses:

\$20,055,485



*Other sources of revenue added up to less than 1% of total

Thank you to all our donors & supporters

Corporate and Foundation (\$10,000+)

| | |
|---------------------------------|----------------------------------|
| Aven Foundation | Liberty Mutual Surety |
| Biella Foundation | Medina Foundation |
| Bill & Melinda Gates Foundation | Microsoft |
| The Boeing Company | Moccasin Lake Foundation |
| Bristol Myers Squibb | Norcliffe Foundation |
| Capital One | Nordstrom Foundation |
| Clovis Foundation | Peoples Bank |
| Costco Wholesale | Puget Sound Energy Foundation |
| Dick's Drive-In Restaurants | Raynier Institute and Foundation |
| Fireside Home Solutions | Seattle Foundation |
| The Foster Foundation | Snoqualmie Indian Tribe |
| Harnish Foundation | Thrivent Financial for Lutherans |
| Hill Family Foundation | |

Volunteers and In-Kind

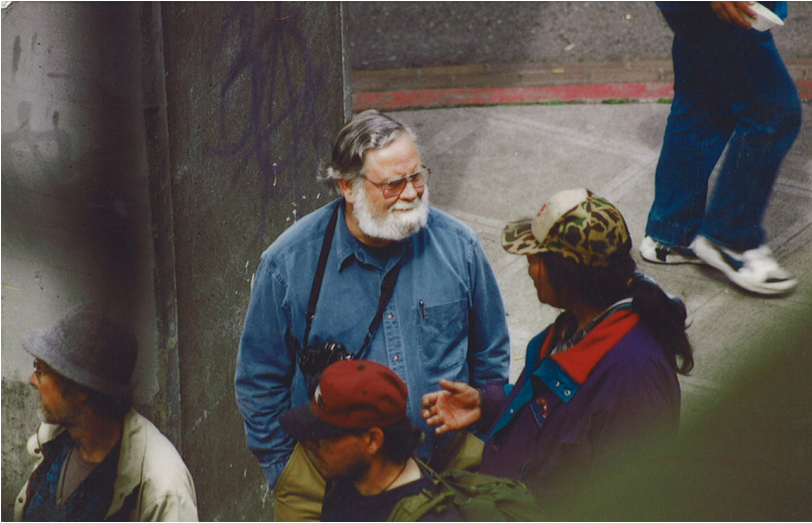
Compass saw a jump in volunteerism from this amazing, supportive community in 2022. We re-opened our doors to groups and individuals, and the response was greater than we ever imagined!

Monetary value of in-kind donations in 2022 was **\$437,057!**



Our Amazon volunteers getting it done!

Nyer Urness House turns 10!



Reverend Nyer Urness doing what he did best, outreach

Nyer Urness House (we usually call it Nyer) is a permanent supportive housing program located in Ballard for single adults who have previously experienced chronic homelessness. It operates on the evidence-based housing first model and is named after the beloved minister, Nyer Urness.

Nyer Urness House has 80 studio apartments, case management, an on-site medical clinic operated by Neighborcare Health, daily meals, and community building.

At our 10-year celebration Mary Steele said, “What we want to do at Compass is create a community like Reverend Nyer always did.”

The staff at Nyer Urness House are welcoming, friendly, and professional. They work hard every day to live up to the program’s namesake.

“I personally knew Nyer Urness. I found myself in need and Mr. Urness made himself very accessible. I want to thank the staff here who helped me transition from Nyer Urness House to where I’m at now. I wanted to say that for everyone who lives here or who moves on, the support you get at Nyer is so uplifting and strong. They helped me move from one place to another in a confident manner.” - Reginald, former Nyer Urness House resident



"Nyer met you where you were. He didn't care if you were 'worthy.' He just got you where you needed to go. He would stand next to you and vouch for you. The staff here are the same."

- Mike, Nyer Urness House resident



Don's Place



In December 2022, Compass expanded into Auburn with our first emergency housing program converted from a hotel as part of King County's Health Through Housing Initiative.

We named it Don's Place in honor of a local man who experienced homelessness himself, Donald Gene Castro. He was better known as "Old Man Don" by the local community. Don passed away in 2020 and received a full military burial at Tahoma National Cemetery. Don's spirit of kindness and his desire to help others lives on at our new program.



- Support for up to 90 people experiencing chronic homelessness
- Focused on serving Veterans, seniors, and people living in or near Auburn
- 24/7 staffing
- Connection to on-site physical and behavioral health services
- Food support including three meals a day
- Case management and programming to support job readiness, education, and personal growth



Our first in-person all-staff meeting in three years went off like gangbusters!



“I’m not the easiest guy to get along with, but the staff at Compass never gave up on me. They were always patient with me. Even when I got really sick and there were even more challenges. It looked really dire for me, but Compass staff picked it up and kept helping me. They just kept going and going. Now, I’m living in a permanent place I consider my home.”

**- Robert, former
Blaine Center Shelter guest**

Strategic Plan

Compass released our three-year Strategic Plan in 2022.

Increased Organizational Resilience

- Invest in systems and staffing required to make our services eligible for Medicaid reimbursement
- Add staff capacity in program evaluation, human resources, staff training
- Automate back-office functions like payroll and benefits administration


Increased Staff Engagement

- Invest in outside consulting services to assist us in completing and implementing our diversity, equity, inclusion, and accessibility plan
- Ensure that our wages and benefits are fair and competitive
- Create advancement and educational opportunities for staff at all levels of the organization

Growth in Community Impact

- Rebuild Compass's development capacity and identify a pipeline of affordable housing projects between Seattle and Tacoma
- Seek out fully-funded expansion opportunities for emergency services, including enhanced and hotel shelters, in South King County and Pierce County



A photograph of a man and a woman sitting on leather chairs, facing each other across a chessboard on a small table. The man, on the left, has dreadlocks and is wearing a brown shirt and a headband. The woman, on the right, has curly hair and is wearing a dark jacket. The background shows a living room with a television, a plant, and a window with blinds. A semi-transparent blue box with white text is overlaid on the center of the image.

“Compass is a place that lets you just take a moment and exhale. Sometimes people just need a place to breathe - and that’s exactly what Compass is. It gives them a chance to breathe.”

**- Eli, resident at
Renton Veterans Center**

Legacy Giving



families, Veterans, and seniors - because everyone deserves a home.

“Compass leads with compassion and we change lives because we walk alongside our guests and residents. We can make a real difference, but people need a place to live first.” - Paul Hogle, Ambassador Council Member

Give today and take action to leave a legacy for tomorrow.

More information at: www.compasshousingalliance.org/legacygiving

With a legacy gift you support safe, dignified, supportive, and affordable housing for everyone. You help shape a bright future for everyone in our community.

You're already a good neighbor to those we walk alongside at Compass Housing Alliance.

We see that you put your values into action in our community, investing in Compass's mission - for individuals,

Steve & Cynthia Holmberg



These legacy gifts are flowing out of what we felt was important when Cynthia and I were younger, organizations we continue to support like Compass,” Steve said. “It makes so much sense to leave a gift to support Compass onward into the future, even after we're not here. Compass has been around for a long time, serving our community and neighbors – morphing and changing with the needs – for over a hundred years.”



In Memoriam of the 314 lives lost to homelessness in the Puget Sound region in 2022

| | | | | | | | |
|--------------------|----------------------|--------------------|--------------------|------------------------|--------------------|-------------------|-------------------|
| Aaron Davis | Christopher Palmer | Douglas Long | Ivan Murphy | Joseph Calloway | Mannex Suarez | Richard Nott | Steven |
| Aaron Oxyer | Palmer | Douglass Nelson | Jacob Johnson | Joseph Moon | Marijana Ciric | Richard Swope | Christopherson |
| Alicia Lopez | Christopher Riley | Dukuayne "Duke" | Jamal Mohamed | Joseph Sather | Mario Garcia | Rickey Burns | Steven Hart |
| Almer Jamerson | Christopher Pfeiffer | Pfeiffer | James "Epic" Smith | Joseph Simmons | Martinez | Rio Hill | Steven J. |
| Alvaro | Sinclair | Duoc Ngo | Smith | Joseph | Mark Biddiscom | Robert "Bob" | Armstrong |
| Salinas-Rodriguez | Christopher | Dylan Hunter | James Beattie | Wanamaker | Mark Brummel | Kilcullen | Steven Jimerson |
| Anatoly Fedas | Squires | Dylan Reese | James Dunnell | Joshua "Abby" Williams | Mark James | Robert Allan | Steven Siguenza |
| Andrew Robertson | Claudio Tarango | Earl McKinley | James Eubanks | Joshua Burnes | Mark Ross | Patrick Hamre | Tapia Church |
| Andrew Waham | Clayton Bowen | Edward "Ed" | James | Joshua Swann | Mark Springer | Robert Dedeaux | Teke Airhart |
| Angelia Johnson | Cleve Allen Wilks | McNaughton | Herkimer-Adams | José Coronilla | Martin Akins | Robert Lee Lewis | Terence Krug |
| Anne | Cody Ruetter | Elizabeth Peck | James King II | Cruz | Marvin Spears | Robert McDonald | Terry Tufnell |
| Neuneker-Liles | Colberg Rushing | Eric Behrens | James Lis | Jude LaPlant | Matthew Guest | Robert Morrow | Thanh Ly |
| Anthony Cortes | Coty Joseph True | Eric Larson | James Parry Jr | Eric Larson | Matthew Meecham | Robert Penera | Thomas Egan, Jr |
| Anthony Gonzales | Craig Bartlett | Ernest Dixon | James Sharp | Justin Dumas | Matthew Riley | Robert Wilson | Thomas J. Smith |
| Anthony Jordan | Craig Loran | Ernestine Mitchell | Jared Henderson | Justin Thompson | Matthew Siladke | Robin Maskell | Thomas Kinzie |
| Anthony Pedin | Dableya Korima | Fanette Pinkston | Jason Ash | Karl Morgan | Maurice Jordan | Rodney Peterman | Thomas |
| Anthony Sahn | Robinson | Francisco | Jason Ross | Kaveri Sarah Johnson | Michael Del Bianco | Roger Balluta | Montgomery |
| Anthony Webb | Dakota Krebs | Diaz-Prieto | Jason Smith | Johnson | Michael Little | Roger Toolan | Thomas O'Connor |
| Anthony Williams | Daniel Powers | Francisco Herrera | Jeff Pringle | Kelly Emerson | Michael Logan | Roy Contreras | Todd Epperson |
| Antonio Tiongco | Danny Jones | Ramirez | Jeffery Schotter | Kenneth Heger | Michael Mackenzie | Royce Ouellette | Tony Kubacki |
| Arkan Al-Aboudy | Danny Killin | Fu Ad Jama | Jeffrey Duarte | Kenneth Lowe | Michael Mulich | Russell Coon | Tre'shawn Jackson |
| Arthur Valenzuela | Danny Wikoff | Gary Asher | Jeffrey Duman | Kenneth Todd, Jr., | Michael Rowland | Russell Hofferber | Treasa Sides |
| Baby Boy F | David Bryan | Gene Northrop | Jeffrey Fry | Kerri Rivers | Michael S. Harper | Sam Roberson | Trenton Harris |
| Benjamin Renteria | Needham | George Howton | Jeffrey M. Gill | Kevin Quick | Michael Stropoli | Samantha Robson | Trina "Betty" |
| Brandon Owings | David Hill | George Moy | Jeromie Franklin | Keyondra Massey | Michael Thomas | Samuel Harper | Jacobson |
| Brent Wood | David James | Gerald Meyers | Jerry Plute Jr | Khadijah Jones | Michelle Kitchen | Santiago | Tyler Larson |
| Brian F. Jones | David Martineau | Gino Allen | Jingpei Wu | Kimethe Hinnant | Oleg Svyryda | Angeles-Acencio | Tyler Osburn |
| Brian Frey | David | Girum Beyene | Joel Forrest | Kristopher | Pari Ross | Santo | Tyree Guillory |
| Brian Larimore | Miranda-Urbina | Glen Zachry | Joey Meyer | Schneider | Peridon Williams | Zepeda-Campos | Vernon Henson |
| Caleb Calloway | Deborah Jeffries | Gregory Hastings | John Dewitt | Kurtis Johnson | Peter Melnik | Sarah Comstock | Victoria "V" |
| Cara Tobin | Debra Greene | Gregory Oakes | John Hightchew | Lance Gurtler | Phillip Dean | Scott Salcido | Phillips |
| Carl Ngirioi | Debra Knauf | Guy Easley | John Jenkins | Larry Parady, Jr | Quoc Nguyen | Scott Wells | Vyacheslav |
| Castell Rolle | Demetrius Cooper | Hal Hyde | John Robijn | Laura Hyatt | Quoc Tran | Sean Arthursson | Shelutkevich |
| Charles Beal | Devin Woodard | Harmony Gill | John Short | Lawrence Miller Jr. | Rachael Lee | Sergio Garcia | Walter "Hugh" |
| Charles Moore | Dieudonne | Heather | Johnny Dolen | Lawrence Payne | Weber | Shannon Lawson | Compton III |
| Christian Stone | Tshibangu | Viramontes Lopez | Jonathan | Lester Chester | Randall Smith | Sheldon Brown | Wayne Clark |
| Christopher | Dimitriy Golodyuk | Herbert Branch | Caradonna | Linda Jimmy | Randy Hart | Spencer | William Davis |
| Anicello | Dmarcus Coleman | Hernan Sarellana | Jonathan Shawver | Lisa Cresap | Randy Jones | Somerville | William Dufour |
| Christopher Larsen | Donald Eley | Hoa Tang | Jonathan Smith | Lonnie Griffin | Raymond Cueba | Stephanie Curtis | William Fischer |
| Christopher | Donald Hayes | Holly Jensen | Jordan Parker | Lori Waddle | Reno Maiava | Stephen Elling | William Janvier |
| Nelson | Donald Hayward | Isaiah Percival | Jose Delgado | Lowell Gaines | Ricardo Lopez | Stephen Richards | Willie Hopkins |
| | Donald Parker | Issac Yaranon | Joseph Belson | Lyra Bacon Larson | Richard Johnson | | Zackary Morris |

No one should ever have to die outside. Join us in taking action. Everyone deserves a home.





**EVERYONE
DESERVES
A HOME**

compasshousingalliance.org

info@compasshousingalliance.org