

Cultivating Paths to Our Destination



Dear Friends, Colleagues, Donors, and Partners,

I have heartfelt gratitude to you all for your unwavering support.

Community is at the heart of what we do, which has been shown through our work during 2023. This year, we worked hard to find and develop relationships and partnerships throughout our communities. This has resulted in new work and volunteer opportunities for our Employment and Community Development Services program, given meaningful and reliable recreational opportunities for the people we support, and has even led to us finding and retaining some incredible staff members, allowing us to extend our geographic reach and capacity for our programs. As we continue into 2024, we aim to assess, cultivate, and expand these connections. None of these achievements would be possible without our staff.

We would like to think we have the best staff in the industry. We are lucky to have our leadership team, who spent much of 2023 adapting to structural changes in the organization to support sustainability and maximize our impact. We are also grateful for our committed, caring, and essential staff who enacted our programs on the ground and who continued to follow our 2022 trend of seeking additional opportunities for professional development and growth.

We also want to recognize the role those we support have played in our growth as an organization. We are lucky to support a group of people who are open to encouragement, practice self-advocacy, and work

often not only to support the disabled community but also to take an active interest and role in Compass. This impact will only continue to grow into 2024 as we explore new ways and opportunities for the people we support to become more involved in Compass as an organization, rather than just a service provider.

However, it is you—our donors, friends, and partners—that remain the cornerstone of everything we do. Your support, confidence in our work, and commitment to positive change have profoundly impacted our mission to support individuals in realizing their dreams and leading fulfilling lives as valued members of their community.

We are excited to celebrate our continued growth with you. Beyond focusing on developing and perfecting the services we already provided, we took great strides in 2023 in pursuing new efforts to further our mission. For example, we successfully raised over \$80,000 to renovate the Prince George’s Historic Bank and transform it into an inclusive arts center. This achievement stands as a testament to the collective power of our community and supporters.

Our journey together continues, and we invite you to join us once again in the pursuit of a brighter, more communal future. Thank you for being a driving force behind Compass, and we look forward to counting on your support in the year ahead.

With Gratitude,

Rick Callahan, Executive Director

Making a Difference in Prince George’s County



This year, Compass, Inc.’s Meaningful Day program partnered in service with Fountain Community Enrichment, Inc., led by Pastor John Odukoya in Upper Marlboro, Maryland. Fountain, a nonprofit organization, aims to educate and empower the Prince George’s community by fighting hunger and homelessness while encouraging youth entrepreneurship. This partnership has provided impactful and frequent community engagement opportunities, allowing the people we support in the southern Maryland area to give back to their local communities.

Currently, a group from Compass regularly volunteers with Fountain every other Thursday and Friday, including the pair, Thomas and his life coach, who worked hard to establish our partnership with Fountain. Thomas, who has been with Compass for over a decade, has significantly benefited from participating in the meaningful day program. His active engagement has helped improve his communication skills, allowed him to understand his preferences and dislikes better, and has given him many opportunities to practice his decision-making skills. Thomas is passionate about his work and responsibilities. While he enjoys spending weekends listening to music, singing, and socializing, he approaches his work with enthusiasm when Monday arrives.

Participants of the Meaningful Day program have enjoyed volunteering with Fountain because of



the wide variety of opportunities it provides them to learn new skills and develop current ones. Tasks range from helping distribute merchandise and other resources, fostering skills in organization, customer service, and time management, to attending community events to help hand out fliers. This work not only supports the development of social skills but also gives opportunities to meet and connect with local organizations and community members. No matter the tasks, those volunteering share the joy of making someone’s day. They build a social network and sense of communal purpose with the other volunteers at Fountain, creating an excellent environment for teamwork and community integration.

The work Compass volunteers have done with Fountain has not gone unrecognized. They have had the opportunity to meet and work alongside important community leaders, such as the Prince George’s police department and Prince George’s Council member Ingrid Scott Watson. This group was even featured by Channel 4 News!

Compass is grateful to Pastor John Odukoya and Fountain Community Enrichment, Inc. for their continued partnership and the opportunities they have provided for the people supported by Compass, and we look forward to continuing this partnership and developing new community connections as we head into 2024!

One Year Later: AJ's Journey to Independent Living



If you read last year's annual report, you may remember learning a bit about AJ. At the time, through his work with Compass' Housing Support Services (HSS), AJ had just received the keys to his own apartment. Before this, AJ had lived as a member of one of our Community Living Group Homes. Now, AJ has had some time to set up his new apartment, get accustomed to the new area and the changes in his support staff, and has experienced many of the pros and cons that come with independent living.

AJ has found much enjoyment in arranging, shopping, and decorating his apartment. Besides seasonal Christmas decorations, his apartment is decorated with many photo prints and art pieces related to aviation- he enjoys planes, helicopters, and really anything that flies. His favorite room in his apartment is his living room, which boasts a table filled with board games, a couch big enough for his whole family, and an impressively large flat-screen TV, which AJ often uses to watch movies and listen to reggae and hip-hop music.

The apartment also has a nice kitchen with a four-top stove and a dishwasher. This is great for AJ, as he loves to eat and works well for his newest

support staff Martin, who loves to cook. Martin and AJ have bonded over food, games, and music, as well as going to the pool in AJ's complex and exploring the local community. Although Martin and AJ are new to working with each other, AJ was able to maintain many of the relationships he had developed in his former group home and in that community. AJ visits his friends at his old place, still goes to the same barbershop he loved in his old neighborhood, and still receives support from his former house manager, aptly called "Mama Queen" by AJ, who now supports him as his Community Support Manager.

AJ enjoys being closer to his family, having more space to himself and more control over the space, having easy access to recreation, and being able to host people better. At the same time, there are more responsibilities that come with independent living- arranging and planning for the move took a lot of work, having to care for more space means he ends up doing more chores, he had to learn a new neighborhood, and most surprising to AJ, was having to deal with noisy upstairs neighbors. However, when asked if it was worth the work and new responsibilities, he said, "Absolutely. Definitely."



The Housing Support Services program has been hard at work trying to create similar opportunities for those who have goals like AJ. In 2023, HSS assisted in submitting over 65 applications to help people meet their housing goals through state and county vouchers, as well as other affordable housing opportunities. Also, the program provided financial literacy training to people who have never lived independently, and tenancy preparation for people preparing to move. Finally, this program worked with people supported to create 24 housing plans-the first step in the long journey to achieving or sustaining independent housing. As interest in this program continues to grow, Compass is excited to support even more people in achieving their housing goals in 2024!



Strength in Numbers



We invest in our staff. We broke our training hours record (8,500 hours last year) in effort to meet the statewide implementation of The Mandt System. Mandt is a holistic approach to safety managing challenging interactions with people supported.

10,000
TRAINING HOURS

07
NEW POSITIONS

Compass hired seven new administrative team members to address strategic efforts as they relate to Employment Engagement, Community Development, Housing Support Services, Supported Living and Person-Centered Planning.

Personal Outcome Measures (POMs) is a person-centered discovery process exploring the presence and importance of outcomes.

51
POMS TRAINED STAFF

673,850
DSP HOURS

Our Direct Support Professionals are at the backbone of what we do. Direct Support hours are provided by more than 400 essential workers.



42
SUPERVISORY
TRAINING

6 Front Line Supervisors expanded their skillset through a five-month Frontline Supervisor and Manager Training conducted by SEEC/Maryland DSP II Training Consortium
26 Supervisors including 15 House Managers, 2 Community Link Specialists, 7 Coordinators and 2 others, were trained through Maryland Works Supervisory Boot Camp
10 Senior leaders underwent training in Person-Centered Supervision

2023 TO DATE

DSP II CERTIFIED
The MDDSP Training Consortium has developed a program for those interested in advancing in their roles. DSP II graduates have successfully completed coursework gaining skills and knowledge to better support people with disabilities.

28
DSP II
CERTIFIED

83
DSP II
CERTIFIED

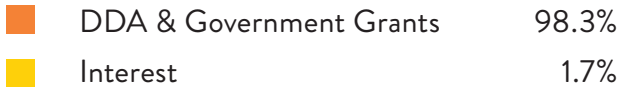
COACH APPROACH
The philosophy behind Coach Approach is that people are best helped when they are supported and empowered to use critical thinking to solve day to day problems among co-workers and the people we support.

47
COACH
APPROACH
TRAINED

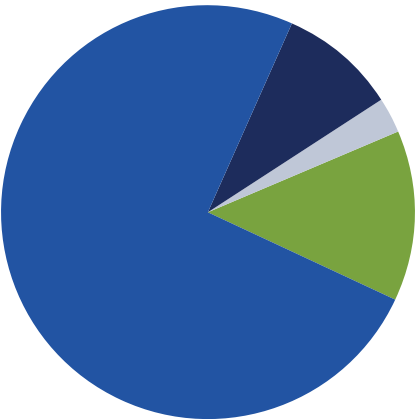
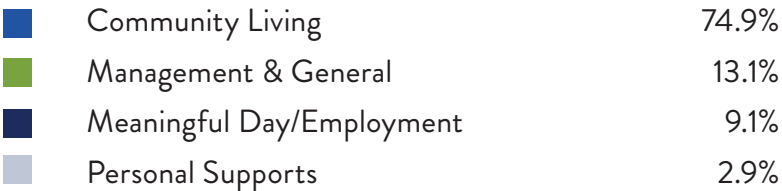
163
COACH
APPROACH
TRAINED

Finances

REVENUE



EXPENSES





On the Job with Compass, Inc!

MEET JOHN

John has dedicated nearly a decade to Giant. John's initial role at Giant started by retrieving carts and later progressed to cashier support as he expressed that he enjoyed meeting new customers and talking to them while helping them with their groceries. During the pandemic, John adapted to handling online orders and restocking. He continues to manage online orders today, and eagerly looks forward to his shifts. Praised by managers for his kind and respectful personality, he's a valued member of the team. According to the main cashier that John works with, "John is a very hard worker, willing to do anything asked of him plus more. His absence doesn't go unnoticed."

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