



# A Vision for the Future

2017  
ANNUAL REPORT

Compass Health, Northwest Washington's behavioral healthcare leader, integrates behavioral health and medical care services to support clients and communities when and where they need us.

Building on a century of experience, we are forging new, nationally recognized models of care that bring together highly skilled mental health professionals, primary care providers, peer counselors, and others to treat the whole person. We address complex healthcare needs in partnership with first responders and other community organizations.

From comprehensive mental health treatment to crisis intervention, children's services, and community education, our non-profit organization serves people of all ages throughout Snohomish, Skagit, Island, San Juan, and Whatcom counties.

## Our Core Competencies and Values



### INTEGRITY

Acting with respect and dignity in the pursuit of advancing care and client outcomes.



### LEADERSHIP

Promoting growth, stability and integrity to advance our organization and entire industry.



### DEDICATION

Compassionately committed to improving the well-being of our communities.



### FINANCIAL MANAGEMENT

Responsibility balancing organizational costs, service excellence, and revenue resources.



### DIVERSITY

Embracing and celebrating the singular value of all our employees, clients and communities.



### RESOURCEFULNESS

Creating innovative approaches to accessing funding resources and delivering better care.



### CONNECTION

Building strong and lasting relationships and partnerships that strengthen our communities.



### COLLABORATION

Partnering with providers and community organizations to build a better system of care for everyone.



### EXCELLENCE

Utilizing research and evidence-based approaches to advance care delivery for diverse populations.

# Dear Community Partners,



A handwritten signature in black ink that reads "Tom Sebastian".

**Tom Sebastian**  
President and CEO



A handwritten signature in black ink that reads "Laura Padley".

**Laura Padley**  
Board Chair

## For Compass Health, 2017 was a momentous year.

In honor of our 115th anniversary, we celebrated our team members, supporters, community members and clients, coming together to reflect on the collective dedication that has made it possible to serve our communities for more than a century.

We've come a long way since our founding as a center for homeless children, advancing to provide comprehensive services to people of all ages as Northwest Washington's behavioral healthcare leader. Last year our 750-plus dedicated and highly skilled staff members provided more than 20,000 episodes of care to people throughout Snohomish, Skagit, Island, San Juan, and Whatcom counties.

In addition to looking back, we always keep a keen eye on the future – and 2017 also represented a pivotal moment in the evolution of the way we provide care at Compass Health and throughout our region.

Over the next several years, Compass Health will help lead the regional transformation of our fragmented medical, mental health, and addiction treatment systems towards a new future of Whole Person Care. We are bringing together traditional medical providers with our behavioral health specialists to integrate care, make it easier for our clients to navigate a cohesive system, and to improve overall health outcomes.

Through this effort, we look forward to building on our long history of collaboration, developing new partnerships to integrate care delivery in ways that enable us to treat the whole person and define the next generation of Compass Health.

You can also learn more about the Whole Person Care vision in Tom Sebastian's TEDx talk from this year, which is discussed later in this report and available in its entirety on our website.

The one thing that will never change is our commitment to serve those most in need of care. We would not be able to achieve this mission without your support. Thank you for helping make us the organization we are and for empowering our ability to improve the behavioral health of our communities well into the future.

Thank you for your support.

# Building Communities of Hope Gala



*These camps are completely funded by grants and donors like you. We could not continue to do this work without the support of the community.*

Last September, Compass Health hosted our first Building Communities of Hope Gala at the Tulalip Resort Casino.

The Gala was a well-attended success for an excellent cause – supporting two of our key mental health programs: Camp Outside the Box and Camp Mariposa. A first for Compass Health, the Gala provides our organization novel ways to engage with our community. Raising \$160,000 last year, we expect great things for the Building Communities of Hope Gala in the years to come!

Camp Outside the Box is managed by Compass Health's Children's Wraparound with Intensive Services (WISE) Team. It provides children who would have a difficult time at a traditional camp with an ability to attend summer camp with their clinicians, case managers, and other kids with mental health challenges. Camp Mariposa was created by The Moyer Foundation and is hosted by Compass Health staff. This camp is an addiction prevention and mentoring program for youth who have been impacted by substance abuse in their families.

Thank you to our sponsors, in-kind donors, and the more than 330 people who attended the Gala and supported these amazing camps.

We are very excited to host the second annual Gala this year on Friday, Sept. 14, 2018 at the Tulalip Resort Casino. We have a special keynote speaker, Kevin Hines, who survived a suicide attempt from jumping off the Golden Gate Bridge when he was 19. He is now a leading suicide prevention expert and travels the country sharing his personal story and the importance of youth mental health services.



**Don't miss out on this great night! If you are not already on our list, please make sure to receive a Save-the-Date and invitation by emailing: [development@compassh.org](mailto:development@compassh.org).**



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Guest: Laura Hamilton  
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Guest: Rick Hamilton  
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Thank you to our sponsors, in-kind donors, and the more than 330 people who attended the Gala and supported these amazing camps.

“Today we are beginning to change the way we are caring for people’s mental and emotional well-being as well as their medical conditions. In order to care for the whole person we are now paying attention to helping with mental health, addictions, and medical needs.”

– Tom Sebastian

# Tom Sebastian's TEDxTalk



*"Mental health and addictions, which we refer to as behavioral health, are increasingly being recognized as genuine health conditions no different than diabetes or heart disease."*

– Tom Sebastian

In November, our CEO Tom Sebastian delivered an insightful presentation at the Sno-Isle Libraries TEDx event at Kamiak High School.

Tom's talk, "Integrated care: connecting medical and behavioral care" addressed the need to bring traditional medical providers together with behavioral health specialists to assess and treat the whole person for all their health conditions.

Tom shared his own personal story and experience to illustrate how intertwined physical and mental health are. We learned that in some instances, mental health challenges like anxiety or depression can even appear as a sign of a heart attack or other medical issue.

Traditionally, physical and mental healthcare have been kept in separate silos: separate funding, separate doctors, separate agencies. But as the mounting volume of research shows, these conditions are truly intertwined and when innovative organizations collaborate to create a system of care to treat the whole person, it will lead to a healthier future for all.

Compass Health is leading the charge toward Whole Person Care in our region. By bringing together traditional medical providers with our behavioral health specialists in the coming years, we will help ensure that our clients receive integrated care for all their health needs to achieve the best outcomes.



You can watch Tom's complete TEDx talk on our website: [compasshealth.org/tedxtalk](https://compasshealth.org/tedxtalk)



*Thank you Sno-Isle Libraries for hosting a wonderful and inspiring TEDxTalk event.*

# Community Outreach & Recovery Support Team

Our Whatcom County Outpatient Team launched a new program in July called the Community Outreach and Recovery Support (CORS) Team. The program replaced the Rainbow Recovery Center, a drop-in site offering peer recovery services for mentally ill individuals.

The CORS team is a mobile, outreach-oriented mental health service that works with adults in the community who need extra assistance to access and maintain benefits, food and vocational services, healthcare, and housing. The CORS team coordinates internally with other Compass Health programs and has regularly scheduled drop-in hours at other agencies such as the Light House Mission Drop-In Center, the YWCA, Opportunity Council, Francis Place, Dorothy Inn, and Maple Alley Inn. These settings are easily accessible for the homeless and individuals receiving services in a non-threatening environment.

By building relationships over time, program staff encourage and support individuals to take an active role in their own health and well-being while showing a commitment to support the individual in their quest for health and other needed services.



*“With the CORS team we’re able to help remove that barrier; we meet people where they are; whether that’s an emergency shelter, in their home needing assistance to help them keep the roof over their heads, at a community meal location, or in a parking lot near where they camp.”*

*– Hadrian, CORS Peer Counselor*





The CORS program had contact with 232 individuals in the first six months of the program. (610 total contacts with the same individuals)

CORS photos courtesy of United Way of Whatcom County



*The mobile nature of the CORS Team enables Compass Health to reach those who may need services but have previously been unable to access them.*

This program has only been running for a year, but the lives of individuals accessing this service are already changing. One of the first individuals that accessed the CORS team had just moved to Whatcom County, fleeing from a domestic violence setting. With the help of the CORS team, she accessed transitional housing, engaged with primary and mental health services, connected with Domestic Violence and Sexual Assault Services, and obtained employment. Another client was homeless and got connected to CORS through one of the shelters. The team was able to engage with him and get him set up with health care services. He's now working towards getting his peer counselor certification so he can help and support others going through the same thing he did.

The CORS Team is meeting the population head-on and where they already are. The team is one of a handful like it throughout the nation and we are so proud of the work being done!



United Way of Whatcom County



Whatcom Community Foundation

*Thank you to United Way Whatcom and Whatcom Community Foundation for funding the CORS Program.*

# Caring for our community



## 2017 SERVICES BY COUNTY

Type of Service	ADULT CLIENTS					CHILD / YOUTH CLIENTS				
	Snohomish	Skagit	Island	San Juan	Whatcom	Snohomish	Skagit	Island	San Juan	Whatcom
Outpatient Mental Health	5434	724	535	891	1602	3482	453	246	132	545
Emergency Services (Outreach & Triage)	2181	755	165	38	721	233	70	0	8	59
Chemical Dependency	1	0	0	152	0	0	0	0	24	
Intensive Outpatient Mental Health	399	132	35	190	8	266	0	36	4	101
Residential	85	0	0	0	0	0	0	0	0	
Inpatient	250	0	0	0	12	0	0	0	0	
Health Care Integration Services	657	222	88	19		23	8		2	
<b>Totals by County</b>	<b>9007</b>	<b>1833</b>	<b>823</b>	<b>1290</b>	<b>2343</b>	<b>4004</b>	<b>523</b>	<b>282</b>	<b>170</b>	<b>705</b>

\*Client numbers may include duplicates if an individual received more than one type of care.

In 2017, Compass Health implemented an employee engagement survey to better understand staff members' opinions about our organization and our collective work. Their feedback is key to informing decisions and actions that fulfill our commitment to create the best working environment possible.

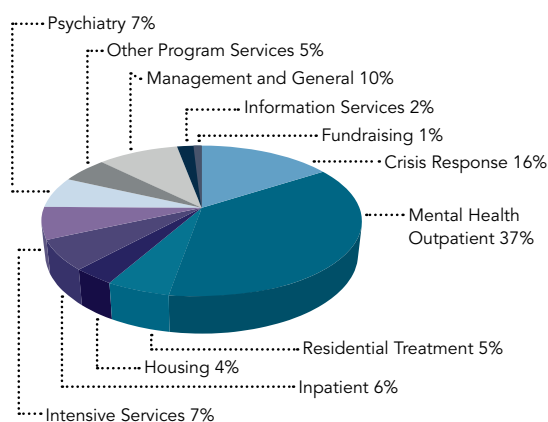
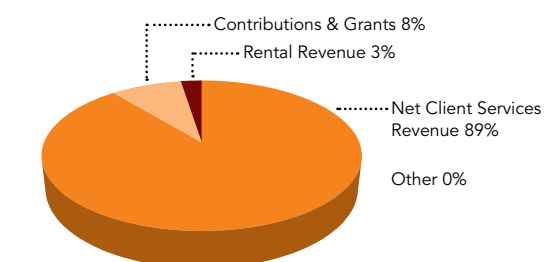


of staff participated in the survey

# Audited Financial Data *(As of June 30, 2017)*

## OPERATING ACTIVITIES

Support and Revenue	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Net Client Services Revenue	\$52,002,662		-	\$52,002,662
Contributions & Grants	\$4,512,069	\$452,515	-	\$4,964,584
Rental Revenue	\$1,461,516		-	\$1,461,516
Other	\$89,689		-	\$89,689
<b>Totals</b>	<b>\$58,065,936</b>	<b>\$452,515</b>		<b>\$58,518,451</b>



## PROGRAM & SUPPORT EXPENSES

	Total
Crisis Response	\$9,548,659
Mental Health Outpatient	\$22,101,307
Residential Treatment	\$3,287,524
Housing	\$2,160,652
Inpatient	\$3,904,007
Intensive Outpatient	\$4,119,531
Psychiatry	\$3,973,162
Other Program Services	\$3,297,710
Management & General	\$5,821,335
Information Services	\$1,302,989
Fundraising	\$461,067
<b>Total Operating Expenses</b>	<b>\$59,977,943</b>

## OVERVIEW

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Operating activity change in net assets, including revenue released from restrictions	(\$1,406,631)	(\$52,861)	-	(\$1,459,492)
Non-operating activity change in net assets	\$532,866	(\$469,764)	-	\$63,102
<b>Total operating and non-operating change in net assets</b>	<b>(\$873,765)</b>	<b>(\$522,625)</b>	<b>-</b>	<b>(\$1,396,390)</b>

## NET ASSETS

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Net assets beginning of year	\$19,711,311	\$3,797,725	\$286,488	\$23,795,524
Net assets end of year	\$18,837,546	\$3,275,100	\$286,488	\$22,399,134

# Thank You to Our Donors

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Verdant Health Commission  
Whitehorse Foundation

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United Way of Whatcom County

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*Donations recorded from  
 January 1 - December 31, 2017.*



Working together to advance  
 behavioral health in our  
 communities.

# Compass Health has a new website!

Visit us online at [www.compasshealth.org](http://www.compasshealth.org)

The image displays two overlapping screenshots of the new Compass Health website. The top screenshot shows the homepage with a navigation bar, a search bar, and a main banner featuring a mountain landscape. The banner text reads: "Compass Health is Northwest Washington's behavioral healthcare leader." Below this, it states: "Our caring behavioral health professionals, integrated medical providers, and housing specialists provide the expertise to treat comprehensive behavioral health conditions and improve the overall health of our communities." A "MORE ABOUT US" button is visible. The bottom screenshot shows a "Class Calendar & Listing" page with a search filter and two featured classes: "ADULT AND CHILD FIRST AID, CPR, AND AED CERTIFICATION" and "ANGER MANAGEMENT TRAINING".

Special thanks to Jordan Crown for developing our new website.

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Compass Health is Northwest Washington's behavioral healthcare leader. To learn more about Compass Health and to support the work we are doing, visit our new website [www.compasshealth.org](http://www.compasshealth.org)

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