

**Creating Hope.
Promoting Recovery.
Advancing Whole Person Health.**

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OUR AGENCY

With over 100 years of history, Compass Health is the proven behavioral healthcare leader for Northwest Washington. We are a community-based behavioral healthcare agency, focused on supporting the whole person and working with clients and communities to support them when and where they need us.

Building on our experience, Compass Health continues to forge new, nationally-recognized models of care that bring together highly skilled mental health professionals, primary care providers, peer counselors and others.

We address complex healthcare needs working in partnership with first responders and other community organizations, forming a key piece of the community safety net to serve our clients and others who need care and support.

From comprehensive mental health treatment to crisis prevention and intervention, children's services, supportive housing, and community education, our nonprofit organization serves people of all ages, genders, orientations, and creeds throughout Snohomish, Skagit, Island, San Juan, and Whatcom counties.

OUR MISSION

To advance behavioral health in Snohomish, Skagit, Island, San Juan, and Whatcom counties.

OUR VISION

To create hope and promote recovery by advancing whole person health.

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WELCOME FROM OUR CEO

2022: The Year of Reinforcing Our Foundation

While our world was still navigating the pandemic in 2022, Compass Health was also taking meaningful action to ensure that as the social, behavioral, and structural needs of our communities continue to evolve, we will be prepared to meet the moment. Simply put, we focused on reinforcing our foundation.

In 2022, we launched *It's Time: The Campaign for Compass Health*, a capital campaign to fund phase two of our Broadway Campus Redevelopment. This project will deliver much-needed new infrastructure to benefit team members, clients, and our greater region for decades to come. A foundational, game-changing level of funding – \$10 million – provided a solid base to launch into the public phase of fundraising for a 72,000-square-foot, state-of-the-art clinical facility designed specifically to meet intensive mental health needs of community members across Northwest Washington. After inviting the public in the fall to contribute, they answered with an additional \$4 million.

Currently, we are in the final stage of fundraising for this project and invite community members to join us in bringing this exciting, transformational change to the Everett core, allowing us to serve community members on their journey to whole person health – ultimately stabilizing the future for our region.

While not every foundation leaves a physical footprint, there are others which are still equally powerful. Our focus on diversity, equity, inclusion and belonging (DEIB) is strengthening the very fabric of Compass Health. DEIB is reinforcing our foundation in ways that can be seen and felt deeply among our clients, staff and leadership, and bolsters the respect people feel when they set foot in our physical spaces.

A key milestone to fostering a culture that celebrates and supports diversity and inclusion, was the 2022 hiring of Compass Health's first-ever Chief Human Resources and Diversity Officer, Connie Summers. In addition to intentionally stating diversity as a foundational of core value, we focused on actionable steps to further equity, inclusion, and belonging here at Compass. This translated to launching a monthly internal series, "Conversations with Connie," to serve as a point of listening, learning, and self-reflection. By offering these learning opportunities to our employees, we establish communities of care that are welcoming, supportive, and more culturally informed to improve access to quality behavioral healthcare.

By infusing these values into the DNA of Compass Health and our way of operating, we equip and empower our professionals to deliver inclusive and culturally sensitive care, act with intent in how we treat and make space for one another, and welcome different viewpoints and ways of being. It is my hope that this will support a more diverse workforce, a diverse client population, and diverse community partners and stakeholders, fostering a wider range of perspectives, solutions, and voices to further inform client care and operations.

In addition to these stabilizers, we made other key impacts throughout the communities we serve. In San Juan County, we worked to raise awareness of our substance use services available throughout our island communities and formed a partnership to send kids to summer camp who normally would miss out on the opportunity.



In both Edmonds and Mukilteo of Snohomish County, we partnered with local governments to embed Compass Health employees into emergency response teams for a more tailored response to mental health needs that alleviates use of emergency response systems, local law enforcement, hospitals and jails. We launched a similar program in Concrete, Skagit County, and expanded our efforts there by later opening a telehealth center so that residents can engage in outpatient therapy while staying close to home. There were many other wins in 2022, in addition to these highlights.

As we look forward to the work that lies ahead, we are grateful for ongoing support from you, our Compass Health community. Thank you for your interest and support in Compass Health, we couldn't do this without you.

Be well,

Tom Sebastian
Compass Health
President/CEO



WELCOME FROM OUR CHAIR

My first experience with Compass Health began 11 years ago when I had the privilege to serve as interim Chief Financial Officer for the organization. My time spent with Tom Sebastian, his leadership team, and other employees opened my eyes to the challenges of providing behavioral health services to people in our community. Every day, I was inspired by the optimism and perseverance of every employee I encountered, and by their compassion for our fellow community members.

In addition to being inspired by the people at Compass Health, I also appreciated how much I learned about the nuances of mental health care, and how complex of a situation it can be – especially when adding income challenges into the equation. For an individual dealing with a behavioral health challenge – acute or chronic – their need to access a high level of care exists regardless of their income level. Deepening my knowledge in this regard not only made me feel like a more informed citizen, but also an advocate for the complexity and importance of this situation when speaking with others in the community.

Wanting to continue my involvement with Compass Health, I joined the Board of Directors and have had the honor to serve in that capacity for seven of the past ten

Our work at Compass Health is driven by the foundational belief that every person in our community deserves to be healthy and feel a sense of belonging.

years. I am now serving my first year as Chair. As a longtime resident of Snohomish County, I have appreciated having an outlet to give back where I live and work – a lifelong interest of mine – as a community is only strong if every member feels they are valued and respected for who they are. We are very fortunate that we’ve had a visionary CEO for a long time. I’m looking forward to continuing our work together to collaborate and bring his ideas into reality.

In addition to my work as a Board Member, volunteer, and donor of Compass Health, I can also help by connecting members of our community to Compass Health in ways that make sense to them. As a recruiter, I tap into a top strength of mine daily – connecting – by introducing people to organizations or others they may not know of, but where there is a mutual benefit. I find joy in meeting people, listening to their story, what they are interested in, and then connecting them to opportunities.

With the focus of the Broadway Campaign entering the closing catalyst stage as we raise the final 5% of funding, I am utilizing this skill to connect with those in the community, inviting them to be catalysts. Yes, to donate, but also identifying others who can help spread awareness of Compass Health and find other catalysts to make the vision of bringing the future of healthcare to the region and modernizing the Everett core a

reality. I invite every person reading this to join me in finding and activating catalysts for this final 5% of our campaign.

Our work at Compass Health is driven by the foundational belief that every person in our community deserves to be healthy and feel a sense of belonging. As we take a moment to reflect on the good work of 2022, let us use this moment as a springboard into action, setting our values and priorities into motion. I want to thank those who are already involved in Compass Health, who contribute in one way or another towards the vision of creating hope and promoting recovery by advancing whole person health.

For those not involved yet, whether you are interested in donating, becoming a Board Member, a community catalyst, or perhaps becoming a valued member of the team, I encourage you to learn more about Compass Health in the following pages, and get involved as you see fit.

Thank you,

Alex de Soto
Compass Health
Board Chair

CARING FOR OUR COMMUNITY

At Compass Health, we are a part of the community safety net for the most vulnerable members in our community. Our continuum of care ensures that whenever or wherever individuals need help, we can be there, adjusting or adding services as needed. Throughout our five-county region, we offer numerous services including outpatient services for youth and adults, intensive outpatient services, crisis services, and inpatient services, to name the most prominent.

EPISODES OF CARE	ADULTS	CHILDREN & YOUTH
OUTPATIENT SERVICES	5,781	3,387
INTENSIVE OUTPATIENT SERVICES	671	567
SUBSTANCE USE DISORDER TREATMENT	168	1
SUBSTANCE USE DISORDER TREATMENT OUTPATIENT SERVICES (SUD IOP)	32	
EMERGENCY SERVICES	2,606	278
TRIAGE SERVICES	1,261	7
INPATIENT SERVICES	1,018	1
CARE COORDINATION & TRANSITION SERVICES	1,934	73
HOUSING	91	
	13,562	4,314

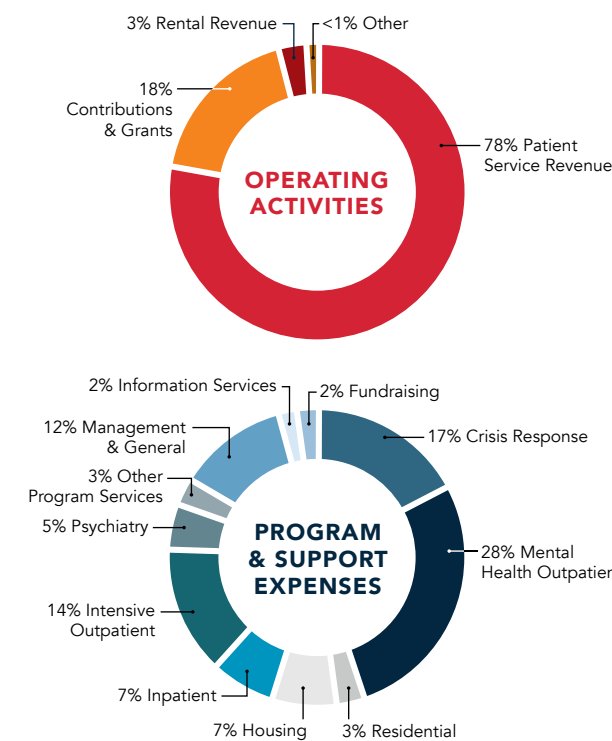
What is an Episode of Care?

“Episodes of care” refers to different services received by individuals who have moved through Compass Health’s continuum of care. For example, an individual on San Juan could first come into contact with Compass Health’s crisis team, voluntarily admit themselves to the Whatcom Triage, and then be discharged into one of Compass Health’s outpatient programs with weekly therapy sessions. This is one distinct client with three episodes of care (crisis, triage, outpatient).

2022 AUDITED FINANCIALS

Fiscal Year: July 1, 2021 – June 30, 2022

OPERATING ACTIVITIES Support, Revenue and Gains	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
Net Patient Service Revenue	\$26,985,501		\$26,985,501
Capitation Revenue	32,470,708		332,470,708
Contributions & Grants	12,374,810	\$394,170	12,768,980
In-Kind Contributions	464,478		464,478
Rental Revenue	2,764,578		2,764,578
Consultation Revenue	(\$10,241)		(\$10,241)
Other	10,660		10,660
Totals	\$75,060,494	\$394,170	\$75,454,664



PROGRAM AND SUPPORT EXPENSES	TOTAL
Crisis Response	\$12,664,868
Mental Health Outpatient	22,197,480
Residential Treatment	2,433,804
Housing	5,337,203
Inpatient	5,336,362
Intensive Outpatient	10,216,407
Psychiatry	3,777,781
Other Program Services	2,154,267
Management & General	8,790,877
Information Services	1,463,554
Fundraising	1,251,501
Total Operating Expenses	\$75,624,104

OVERVIEW OF NET ASSETS Changes in Net Assets	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
Operating activity change in net assets, including revenue released from restrictions	\$144,003	(\$313,443)	(\$169,440)
Non-operating activity change in net assets	10,792,002	344,708	11,136,710
Total operating & non-operating change in net assets	\$10,936,005	\$31,265	\$10,967,270
Total Net Assets			
Net assets beginning of year	\$30,420,955	\$7,522,171	\$37,943,126
Net assets end of year	\$41,356,960	\$7,553,436	\$48,910,396



COMPASS HEALTH ADOPTS LAND ACKNOWLEDGEMENT

We acknowledge that Compass Health occupies the traditional homelands of the Semiahmoo, Nooksack, Lummi, Samish, Nuwaha, Swinomish, Upper Skagit, Stillaguamish, Sauk-Suiattle, Tulalip, Snohomish, and all Coast Salish Peoples – who, since time immemorial, have cared for these lands that we now share. We recognize the Point Elliott Treaty of 1855 changed the way of life for Coast Salish Peoples. We honor their resiliency and respect their sovereignty. Compass Health commits to developing better understanding for and relationships with Indigenous peoples in the regions we serve.



For more information about Compass Health’s Land Acknowledgement, what they are and why they are important, scan the QR code.



FOSTERING DIVERSITY, EQUITY, INCLUSION, AND BELONGING

After an introspective process of working with a consulting group in 2021 and holding many listening sessions with staff that lead to the formation of the Health Equity Committee, in 2022 Compass Health hired its first-ever Chief Human Resources & Diversity Officer. The instillation of this position and filling it with Connie Summers was a milestone moment in the history of Compass Health, and a clear prioritization of Diversity, Equity, Inclusion, and Belonging. Shortly afterwards, Compass Health created and hired for a second position, DEIB Program Manager, dedicated to supporting this priority and operationalizing this program.

Conversations with Connie, online sessions for staff engagement and learning, also came to life in 2022, and 30+ sessions took place last year. Conversations focused on diversity heritage months and participation with discussion for a collective,

shared exploration into the topic of DEIB and self-reflective journeys. Conversations with Connie is a robust program that continues.

Additionally, implementation of the Equity Language Guide went live in 2022, including activities and discussion questions for management and team use to facilitate DEIB discussions. The inclusion of an individual’s pronouns and chosen name was also made available for customization in Credible, our client portal, allowing staff to address clients as they see themselves.

In late 2022, Compass Health finalized its Land Acknowledgement, an initial and foundational step towards reconciliation (see right/left). To learn more about land acknowledgements and Compass Health’s goals around establishing and utilizing one, visit www.compasshealth.org/land-acknowledgement.

Does this sound like a team you’d like to join? Visit our careers section of compasshealth.org to find an opportunity that fits your goals and experience.



IT'S TIME

▶ THE CAMPAIGN FOR COMPASS HEALTH



Renderings courtesy of Ankrom Moisan Architects

BROADWAY CAMPUS CAPITAL CAMPAIGN UPDATE

PHASE II: Intensive Behavioral Health Services in Downtown Core

In 2022, Compass Health launched the public phase of our capital campaign, It's Time, for Phase II of our new Broadway Behavioral Health Services campus. Thanks to the generosity of a number of foundations and organizations, a solid foundation of \$10 million was raised. Bolstered by this strong start, Compass Health invited the public to contribute along with others in the Fall of 2022 to bring the future of behavioral health to the downtown Everett core – and they responded with an additional \$4 million.

Continuing our efforts to deliver this 72,000-square-foot-building, our new facility will be purpose-built reflecting both the clinical excellence of Compass Health staff, and the dignity our clients deserve while simultaneously shifting the downtown core of Everett.

Committed to our clients and the delivery of this building and the evidence-based intensive care services it will provide, this facility will begin construction in Fall of 2023. This new building will be focused on a variety of intensive services:

The 72,000-square-foot-building will accommodate a variety of intensive services, including:

- One 16-bed inpatient evaluation and treatment unit; an inpatient setting that serves individuals with the most acute mental health illnesses.
- One 16-bed triage unit; a voluntary setting for individuals recovering from a mental health crisis.
- Offices and settings for intensive outpatient behavioral health care services.
- Offices and settings for crisis prevention, outreach, and community engagement teams.

If you would like to learn more, or if you'd like to become a catalyst for community and donate to drive our campaign over the finish line, please visit: compasshealth.org/broadwayredevelopment





▶ THANK YOU TO OUR DONORS

We cannot do the work in our communities without the support of our donors.

In 2022, over \$1.9 million was donated to Compass Health through grants, individual donors, sponsors, and partnerships in the community.

Donations received from January 1, 2022 to December 31, 2022.

AmazonSmile Foundation
 America's Charities
 Barry L. Douglas
 The Benevity Community Impact Fund
 BNBuilders
 Bob & Paula Barta
 Campbell Auto Group
 Church of Jesus Christ of Latter-Day Saints - Mukilteo Home Storage Center
 City of Everett
 Close To My Heart
 Coastal Community Bank
 Complete Office
 CPM
 Credible Behavioral Health, Inc.
 Devan Harke
 Doug & Katie Montzingo
 DPE Systems
 Dunsire Family Foundation
 Dwayne Lane's
 EH Evenson Trust

The Eluna Network
 Emergency Food & Shelter Program
 Eric & Dawn Carlsen
 Ernest & Jane Storrer
 Evangelical Lutheran Church in America
 The Everett Clinic Foundation
 EverTrust Foundation
 Fidelity Investments
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 Optum
 Orcas Island Community Foundation
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 People's Bank

Providence Regional Medical Center Everett
 Raymond & Ronda Zoellick
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 San Juan Island Community Foundation
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 Waycross Investment Management Co
 Whatcom Transit Authority
 Windermere Foundation

IN-KIND DONORS

Business Health Trust
 Church of Jesus Christ of Latter-Day Saints - Mukilteo Home Storage Center
 North Sound ACH
 Edwin & Carol Peterson

BROADWAY CAMPUS REDEVELOPMENT - CAPITAL CAMPAIGN DONORS

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 Martyn Family Foundation
 M. Leslie Cotter MD
 Mary Kay Woolson
 Melissa Alles
 Molina Healthcare Charitable Foundation
 Norcliffe Foundation
 The Pearson Contribution Fund
 Premera Social Impact
 Rep. Rick Larsen - Community Project Funding
 Rich & Judy Boyden
 Sean George
 Senator June Robinson
 Sunderland Foundation
 Tom & Sheri Sebastian
 U.S. Charitable Trust
 Wendi Werner
 Wojtek & Jola Kozaczynski



Compass Health is Northwest Washington's behavioral healthcare leader. We serve Snohomish, Skagit, Island, San Juan, and Whatcom counties. To learn more about Compass Health, and to support the behavioral health services in your community, visit www.compasshealth.org

Compass Health is 501c3 organization with a voluntary board of directors.
Tax ID 91-1180810.