



**Compass Health**

Advancing whole person health

# CREATING HOPE

---

**2023 Compass Health  
Annual Report**





# 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.

## 2023 Board of Directors

**Alex de Soto**  
*Chair*

**Macaulay Ivory**  
*Vice Chair*

**Hillary Preston**  
*Secretary*

**Eric Carlsen**  
*Treasurer*

**Roxanne Cronin**

**Laura Padley**

**Mena Peebles**

**Cynthia Weaver**

## Executive Team

**Tom Sebastian**  
*President/CEO*

**Becky Olson-Hernandez**  
*Chief Quality Officer*

**Connie Summers**  
*Chief People & Culture Officer*

**Dr. Kathryn Gilligan**  
*Chief Medical Officer*

**Missy Judd**  
*Chief of Staff*

**Stacey Alles**  
*Chief Operating Officer*

**Tamera Sanders**  
*Chief Financial Officer*

**Tom Kozaczynski**  
*Chief Advancement Officer*



# WELCOME FROM OUR CEO AND BOARD CHAIR

## Marking a year of transformation and progress

For the Compass Health community, 2023 was a year of transformation. We made meaningful progress on key projects enabling even greater momentum in the future. From our largest-ever capital project to telehealth technology, and from our team's internal culture to revitalizing the way we represent the agency, we've continued to put important building blocks in place and invest in the infrastructure needed to meet our communities' evolving needs.

In the fall, we broke ground on Phase II of our Broadway Redevelopment project in Everett, taking time to commemorate the milestone with elected officials, donors, community partners, team members and advocates who are working to make the project a reality. When complete, this state-of-the-art facility will enable us to serve the region with a comprehensive destination for crisis stabilization, housing 32 beds and intensive programs focused on intervention, stabilization, and prevention. This project is truly an opportunity to purposefully design an environment from the ground up to best serve our clients, team members, and community.

Thanks to capital investments from federal, state and local leaders, along with generous

philanthropists, foundations and private investors funds not normally available to Compass Health have been directed to this \$71.05 million purpose-designed facility. We eagerly anticipate the completion and reopening of Phase II, returning to serving some of our region's most vulnerable people in the downtown Everett core.

This year saw more clients returning to in-person care – a welcome post-pandemic shift with opportunities for individuals and family members to (re)establish face-to-face connections with their care team. Even with this shift, we're continuing to realize the value of our ongoing investments in virtual care, enabling clients to engage in sessions from home and placing telehealth stations and other convenient locations to help increase access and overcome issues with transportation, scheduling and other barriers to care.

Another crucial investment we have been directing our energy towards is Diversity, Equity, Inclusion and Belonging (DEIB). In 2023, we rolled up our sleeves to get to work on this initiative, hosting nine conversational and learning sessions that provided safe spaces for team members to learn, discuss, reflect,



and explore a number of topics in this space. We also hosted four speakers who shared their personal insights on important topics: Asian-Pacific Heritage Month, PRIDE month, Juneteenth, and Native American Heritage Month. We firmly believe that these efforts will strengthen the resiliency of Compass Health's culture and expand our awareness and understanding of experiences different from our own – better equipping us to successfully engage with those we serve.

Finally, you will notice that our 2023 annual report features a fresh look and feel. This year we were proud to launch our new Compass Health brand identity, developed with the insights and input of stakeholders from across our teams and community, and designed purposefully to reflect our agency's values. Everyone belongs at Compass Health – and our new brand reflects that. Whether you have a touchpoint with us through our website, at a regional PRIDE event, or by visiting a facility, we want you to feel welcome.



These areas of focus – increased access to care, a next-generation facility, space for inclusion and belonging – all reflect the continuous evolution taking place at Compass Health. Of course, our ongoing growth and transformation – and our ability to help change lives in our communities – is possible thanks to your continued support and interest in our work. We are grateful to have you along on this journey with us.

Tom Sebastian  
Compass Health  
President/CEO

Alex de Soto  
Compass Health  
Board Chair



**3,000**  
**individuals**  
engaged in 2 or  
more programs



**20+**  
**locations**  
across 5 counties  
*Clients served reside  
in 29 different  
counties*



**11,927**  
**clients**  
served in  
2023



**Child/  
Youth  
31.5%**

An infographic featuring a large teal circle in the center. Inside this circle, the text "218,265 points of care" is written in a large, bold, white sans-serif font. Below this, the text "for clients in 2023" is written in a smaller, white sans-serif font. The background consists of several overlapping circles in various colors: yellow, light green, light blue, and dark blue. The overall design is clean and modern.

**218,265**  
**points of**  
**care**  
for clients  
in 2023

## CARING FOR OUR COMMUNITY

At Compass Health, we are part of the community safety net for the most vulnerable members of 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 ranging from outpatient therapy to intensive inpatient care, and we partner with various entities throughout Northwest Washington to leverage our respective strengths. Last year, Compass Health served 11,927 individuals, many of whom interacted with us on multiple occasions.

## What is a Point of Care?

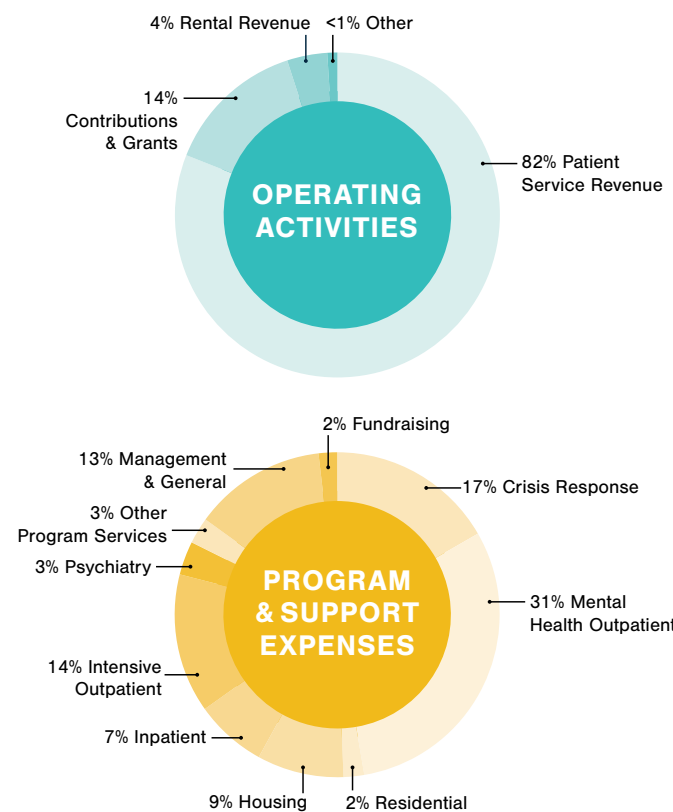
A point of care represents an interaction with Compass Health. Whether it is an appointment or a night stay in one of our inpatient programs, each of these instances count, for the purposes of this report, as a point of care to demonstrate the breadth of work taking place with those we serve on an annual basis. While some people may only interact with us once, and others may interact with us multiple times a week, if each client interacted with us equally, it would mean they have 18.3 points of care per year with Compass Health.

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

## 2023 AUDITED FINANCIALS

**Fiscal Year: July 1, 2022 – June 30, 2023**

OPERATING ACTIVITIES Support, Revenue and Gains	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
Net Patient Service Revenue	\$29,817,872		\$29,817,872
Capitation Revenue	32,352,794		32,352,794
Contributions & Grants	8,935,115	\$502,410	9,437,525
In-Kind Contributions	27,9706	56,2597	842,303
Rental Revenue	3,132,889		3,132,889
Other	43,900		43,900
<b>Totals</b>	<b>\$74,562,276</b>	<b>\$1,065,007</b>	<b>\$75,627,283</b>



PROGRAM AND SUPPORT EXPENSES	TOTAL
Crisis Response	\$13,547,466
Mental Health Outpatient	24,889,339
Residential Treatment	1,666,219
Housing	7,011,475
Inpatient	5,799,438
Intensive Outpatient	11,249,211
Psychiatry	2,723,703
Other Program Services	2,129,554
Management & General	10,717,570
Information Services	1,488,997
Fundraising	1,488,997
<b>Total Operating Expense</b>	<b>\$81,222,972</b>

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	(\$6,025,395)	\$429,706	(\$5,595,689)
Non-operating activity change in net assets	(104,474)	2,797,675	2,693,201
<b>Total operating &amp; non-operating change in net assets</b>	<b>(\$6,129,869)</b>	<b>\$3,227,381</b>	<b>(\$2,902,488)</b>
<b>Total Net Assets</b>			
Net assets beginning of year	\$41,356,960	\$7,553,436	\$48,910,396
Net assets end of year	\$38,816,758	\$10,780,817	\$49,597,575



# BROADWAY CAMPUS REDEVELOPMENT PROJECT 2024 UPDATE

Exceptional quality, sophistication of care, and dignity for those we serve

Phase II of our Broadway Campus Redevelopment Project saw a lot of progress in the past year. Programs wound down and shifted locations to make way for demolition and construction. The year included a milestone celebration with many who made the project possible.



Learn more about Phase II of the Broadway Campus Redevelopment Project and donate specifically to this initiative.



Learn more about the impact Phase II will have on our community by watching our *It's Time* video.



CEO Tom Sebastian, on a rooftop with the construction site of Phase II behind him.



CEO Tom Sebastian, in front of the old Bailey Building during demolition.



Rendering of a waiting area that will be in Phase II. Courtesy of Ankrom Moisan Architects.



Compass Health President and CEO Tom Sebastian (center left) celebrates the groundbreaking of Phase II at our Milestone Event in October. Left to right: Everett City Council, District 2 Councilmember Paula Rhyne; Everett City Mayor Cassie Franklin; Tom Sebastian; Senator Keith Wagoner; Representative Julio Cortes; and Compass Health Board Chair Alex de Soto.





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 [compasshealth.org](https://compasshealth.org).

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