



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 in partnership with first responders and community organizations, forming a key piece of the community safety net to serve those who need care and support.

Guided by our values of Growth, Respect, Accountability, Collaboration, Compassion, and Equity, we work together to remove barriers, expand access to care, foster belonging, and respond to the changing needs of our clients and communities. These values shape not only the care we provide, but also how we work together to advance whole person health.

From comprehensive mental health treatment to crisis prevention and intervention, children’s services, supportive housing, and community education, our nonprofit organization is committed to serving individuals and families across all ages, cultures, and backgrounds throughout Snohomish, Skagit, Island, San Juan, and Whatcom counties.



Compass Health has earned a 2026 Platinum Seal of Transparency from Candid, the highest

level of recognition offered by the nonprofit information platform.

Our Mission

Compass Health creates hope and supports paths to recovery by promoting whole person care.

Our Vision

Compass Health envisions a future with communities where everyone receives equitable support to heal and thrive.

Our Values

Growth • Respect • Accountability
Collaboration • Compassion • Equity



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Letter from our
CEO & Board Chair



Tom Sebastian



Macaulay Ivory

Building a Stronger Future Together

In 2025, Compass Health navigated the rapid changes to the behavioral health landscape while remaining focused on providing equitable and compassionate care to the people and communities we serve. The demand for behavioral health services has continued to increase as providers, community partners, and families face ongoing uncertainties. Compass Health has worked to continue to strengthen partnerships, expand access to care, and invest in our communities.

Like many healthcare organizations, we felt the impact of ongoing changes within the behavioral health system throughout 2025. The uncertainty surrounding Medicaid coverage from H.R. 1 along with the changing state and federal policies has created challenges for providers and the individuals who rely on these essential services.

Throughout the year, our teams have remained focused on thoughtful planning to help support our clients and worked on advocacy efforts aimed at protecting access to care. These conversations and partnerships remain critical as our state navigates significant changes in healthcare funding and policies.

As an organization, we have taken steps to prepare our teams to support clients who may lose coverage. Through our “Operation Keep Your Medicaid” initiative, our teams will help clients maintain eligibility or connect with other supports.

Looking back on this year, a major defining moment in 2025 was the completion of our first-ever capital campaign, It’s Time: The Campaign for Compass Health, and the opening of the Marc Healing Center at our Broadway Campus in Everett.

The state-of-the-art facility expands access to intensive behavioral health services for people across Snohomish County and represents an important investment in the future of behavioral health care in our communities. Generous individuals, foundation, and corporate donors combined to contribute \$12 million to make the Marc Healing Center a reality. An array of public sector funders also rallied around the project with significant investments to make this milestone possible. We are deeply grateful to everyone who has partnered with us to make this milestone possible.

As the needs of our communities continue to evolve, so do our programs. In 2025, Compass Health launched YGo, a reimagined youth crisis outreach program that helps connect children, teens, and families to behavioral health supports when and where they need it most. By meeting young people in their homes, schools, and communities, programs like YGo help create accessible and responsive care.

We know that none of our work happens alone. Throughout 2025, we collaborated with healthcare providers, schools, community organizations, government agencies, elected officials, donors, and advocates to address challenges facing our communities while

expanding opportunities for care. These partnerships strengthen our ability to serve our communities and advance a shared vision of health and wellbeing for all.

Community support has played a vital role in helping our clients build stability and move forward in recovery. Notable grants included the San Juan Island Community Foundation and the Employees Community Fund of Boeing Puget Sound in support of housing stability, daily living needs, and client care. These investments help remove barriers to care and ensure clients can focus on their health and well-being.

Compass Health remains committed to meeting the changing needs of our communities through innovation, collaboration, and compassionate care. This work would not be possible without the trust of the clients and families we serve. To those who come to Compass Health during some of life’s difficult moments, thank you for allowing us to be a part of your journey. We are grateful to the staff, donors, funders, elected officials, volunteers, and community partners whose support makes this work possible.

Tom Sebastian
Compass Health
President/CEO

Macaulay Ivory
Compass Health
2025 Board President



Caring for Our Community

At Compass Health, we remain a vital part of the community safety net for our region’s most vulnerable individuals. Our comprehensive continuum of care means that whenever and wherever someone needs support, we are ready to respond, adapting, expanding, and connecting services to meet their needs. Across our five-county region, we provide

a wide range of programs, from outpatient therapy to intensive inpatient treatment, and collaborate with partners throughout Northwest Washington to amplify our collective impact. In 2025, Compass Health served 12,493 individuals, many of whom engaged with us through multiple programs and touchpoints on their journey to recovery.

Total Unique Clients
12,493



72.8% Adults
27.2% Youth

Total Services
588,170



(includes all documented services provided to clients, billable or non-billable)

Billable Services
263,756



(represents 44.8% of all services provided)

Total Service Hours
690,700



(billable and non-billable)

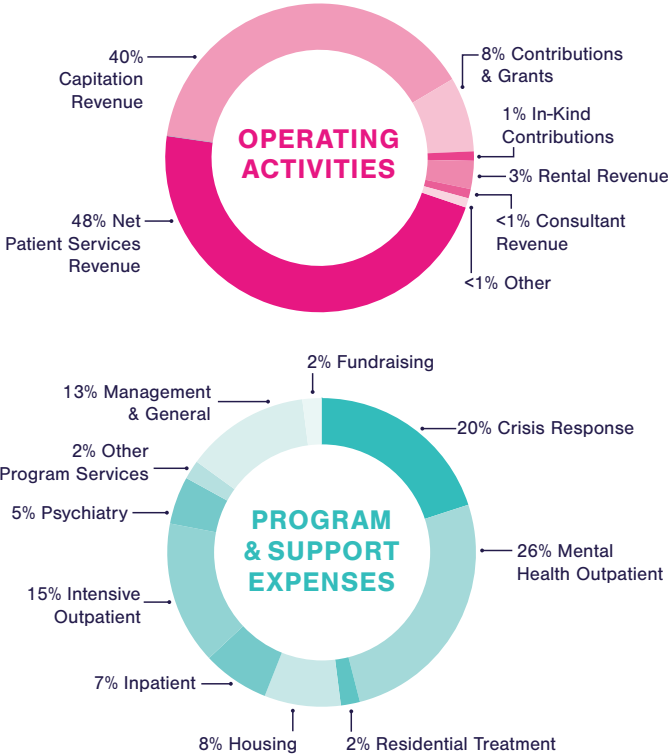
Counties Served	Island County	San Juan County	Snohomish County	Skagit County	Whatcom County
Totals	1,225	902	9,849	1,395	4,612

2025 Audited Financials

Fiscal Year: July 1, 2024 – June 30, 2025

OPERATING ACTIVITIES Support, Revenue and Gains	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
Net Patient Service Revenue	\$44,662,866		\$44,662,866
Capitation Revenue	37,155,004		37,155,004
Contributions & Grants	7,311,497	\$419,787	7,731,284
In-Kind Contributions	612,852		612,852
Rental Revenue	3,216,326		3,216,326
Consultant Revenue	2,207		2,207
Other	39,970		39,970
Totals	\$93,000,722	\$419,787	\$93,420,509

PROGRAM AND SUPPORT EXPENSES	TOTAL
Crisis Response	\$17,628,191
Mental Health Outpatient	23,431,620
Residential Treatment	1,945,056
Housing	7,168,523
Inpatient	5,957,312
Intensive Outpatient	13,647,565
Psychiatry	3,905,589
Other Program Services	2,124,684
Management & General	11,514,669
Fundraising	1,553,452
Total Operating Expense	\$88,876,661



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	\$4,581,648	\$37,800	\$4,619,448
Non-operating activity change in net assets	(19,267,215)	25,414,797	6,147,582
Total Net Assets			
Net assets beginning of year	\$31,490,735	\$26,969,828	\$58,460,563
Net assets end of year	\$16,805,168	\$52,422,425	\$69,227,593



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**.

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