



Funds Distribution Report

Recipient Organization:

Companis

Address:

1111 Harvard Ave
Seattle, WA 98122

Contact:

(206) 328-6155
<https://www.companis.org>

Organization's General Goals:

Make our community healthier, safer, and more just by fostering skilled volunteer service. We build relationships and bridge the gap so that nonprofits can succeed in delivering vital services with the help of a Companis Worker.

Date of Award:

2021 Q1

Level:

\$2,501 to \$5,000

For more information, please read the attached report from Companis.

8802 27th Ave NE
Tulalip, WA 98271

TulalipCares.org

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<https://www.Companis.org>

Report to Tulalip Tribes Charitable Fund

Report Code: Q1 2021 14.3

January 31, 2023

████████████████████
Tulalip Tribes Charitable Contributions

Dear ██████████,

Companis is pleased to have this opportunity to share with you our success, through 2021 and 2022, in expanding our presence and service in Snohomish County. As you are no doubt well aware, these have been very challenging years, both for nonprofit organizations and those we serve. Very little has unfolded exactly according to plan or on schedule. Nevertheless, thanks to the dedicated efforts of our staff and our agency partners, Companis has, indeed, established a sustained presence in Snohomish County through on-the-ground paid and volunteer staff working to recruit, place and support a new cadre of Companis Workers in a range of locations and areas of service.

Thanks, in part, to the support provided by Tulalip Cares, Companis has created its first satellite location, extending our reach to help meet the needs of our neighbors in Snohomish County who are unhoused and hungry; who are living with mental health diagnoses and who are experiencing addiction, ; who continue to experience the impact of systemic racism; and of seniors, youth, and LGBTQ folks living in literal or figurative isolation. We are well on the way to becoming a vital part of Snohomish County and its community of services providers.

Companis 2021-2022 Program Accomplishments and Highlights

Companis remains proactive in responding to the ever-deepening needs of our most vulnerable neighbors. We are happy to report that, between October 2021 and October 2022, we've made a total of 66 placements (44 in King County and 22 in Snohomish County) of 45 Companis Workers serving 35 area nonprofit agencies. During that period, Companis Workers delivered services that otherwise would have cost more than \$1.26 million.

During this same period, Companis Workers have served an estimated 35,572 unduplicated clients, once again our highest number ever in a 12-month period. These numbers are driven by placements in high-volume basic needs service agencies, including North Helpline, Emergency Feeding Program (Renton and Seattle), Mary's Place, Lutheran Community Services of North Puget Sound (Seattle and Everett), Feed The Need Food Bank - Burien, Asian Counseling Referral Service, ChildStrive, and Tukwila Pantry.

Companis continues to give priority to the following service areas:

Serving our neighbors experiencing or facing homelessness, as well as those in need of health care, mental health and recovery programs, and food security

- 44% of Companis Worker placements serve this population.
- Companis placements with nonprofit agencies providing for basic needs/humans services include: African Americans Reach and Teach Health; Asian Counseling Referral Service; ChildStrive; Community Loaves; Emergency Feeding Program; Everett Recovery Cafe; Feed The Need Food Pantry - New Walk Christian Church in Burien; Lutheran Community Services of North Puget Sound; Mary's Place; North Helpline; Plymouth

Healing Communities; Project Access Northwest; Tukwila Pantry; Seattle King County Dental Society Child Tooth Sealant Program; Street Youth Ministries; and Sound Pathways

Serving our newest neighbors and Black, Indigenous, People of Color (BIPOC)

- 44% of Companis Worker placements serve this population.
- Placements with agencies that are led by and serve predominantly BIPOC, including immigrants and refugees, include: African Americans Reach and Teach Health; Asian Counseling Referral Service; ChildStrive; Emergency Feeding Program; Feed the Need Food Pantry; Helping Link; Look Listen and Learn TV; Lutheran Community Services (Familias Unidas program); Mothers for Police Accountability; Northwest African American Museum; Seattle - Limbe, Cameroon Sister City Association; and Participatory Justice of Everett.

Snohomish County Expansion

In May 2022, Companis hired our first-ever Snohomish staff member: [REDACTED] Program Manager for Snohomish County. [REDACTED] is dedicated to the recruitment of both Companis Workers and agency partners within Snohomish County. In addition, we secured shared office space in Everett, leasing from our nonprofit agency partner, ChildStrive. Our service model has been well received by the Snohomish County nonprofit community, and thanks to work done by Seattle-based staff during and prior to the search and hiring process, we are happy to report that, as of October 2022, we have 22 placements across 11 active partner agencies in the county.

Snohomish-focused agency partners include: ChildStrive, Hoff Foundation - Esther's Place for Women, Snohomish County Legal Services, Everett Recovery Cafe, KSER Public Radio Everett; All Aboard Disability Services (Everett); Sound Pathways (formerly called Pacific Treatment Alternatives), Community Loaves - Sno Valley Food Bank, Lutheran Community Services of North Puget Sound, Project Access Northwest, Provail, and Participatory Justice in Everett.

BIPOC Outreach & DEI Initiative

Our Diversity, Equity and Inclusion initiatives began in earnest with our strategic plan update in 2017. In late 2020, Companis engaged Imago LLC of Seattle, a team of nonprofit equity and antiracism consultants, to help guide our DEI work. Under board and executive leadership, Companis convened a Racial Equity Team in 2021 in an ongoing initiative to examine our current impact and practices, community needs, and what it means for Companis to effectively serve *all* people in our community, given racial inequities and institutional and individual racism. Our Equity Team, board, staff and Workers have deeply engaged in multiple consultant-facilitated sessions resulting in our first Racial Equity Action Plan issued in July 2022.

As of October 1, 2022, 20% of our Workers over the past year self-identify as BIPOC. At the same time, 44% of our partner agencies are led by and/or predominantly serve BIPOC people and communities, including immigrants and refugees, exceeding our stated goal of 30% by the end of 2022. In addition, 30% of our Board self-identifies as BIPOC, up from 18% in 2021.

Accomplishments in Volunteer Worker Support and Development

- Monthly Worker Support check-in meetings via Zoom with eight (8) Workers attending, on average
- Monthly individual check-ins; on average seven (7) per month via Zoom or Google Meet
- February Worker Support Book Study: Crooked Hallelujah by Kelli Jo Ford, with eight (8) Workers participating.
- April Worker Support Book Study concerning the housing crisis: Evicted: Poverty and Profit in the American City by Matthew Desmond, and Maid by Stephanie Land; 13 Workers participating

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- June Companis Connects: “Evictions and Why They Matter,” a presentation by Edmund Witter with the Housing Justice Project of the King County Bar Association; 38 Workers and staff attending
- Overnight Worker Retreat in June 2022 at Rainbow Lodge with 19 Workers attending

Fundraising Accomplishments

- Our greatest fundraising success in the past year entailed shifting our 2021 Biennial event to a fully online format on October 21, 2021. We were delighted to exceed our \$140,000 goal to raise nearly \$172,000.
- We are also thrilled to report that we were invited to apply for and have submitted a multi-year (2023-2025) proposal to the MJ Murdock Charitable Trust in the amount of \$197,000 in support of the creation of our first-ever development specific staff position.
- Individual fundraising success includes \$34,000 raised through GiveBIG (May 2022) and \$15,000 in 2021 year-end giving.

Once again, thank you so much for your ongoing support of Companis. Your investment in our work creates impact for the residents of Everett and Snohomish County *and* in King County, too. We look forward to the opportunity to continue to partner with Tulalip Cares as we move forward into a promising future of expanded and deepening service with our neighbors and nonprofit partner agencies

Warm regards,

██████████
Executive Director



Companis Worker ██████████ presenting in Seattle at Town Hall on Nov. 10, 2022



Companis Worker [REDACTED] at Familias Unidas in Everett, part of Lutheran Community Services of North Puget Sound. Sept. 2022



Companis staff and board at the Everett office open house in July 2022, our new home in Snohomish County. Companis is co-located at the Village on Casino Road.