



COMPASS MARK
SCIENCE-BASED ADDICTION PREVENTION

2023-24

ANNUAL REPORT

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OUR MISSION

To prevent addiction through education, skill-building, and community mobilization

OUR VISION

To guide and empower all people toward healthy, fulfilling lives free from addiction

MESSAGE FROM THE EXECUTIVE DIRECTOR



Dear Friends,

As an experimental backyard gardener, I especially enjoy this fall season. The small plants that I carefully attended to during the dry, scorching summer months have finally produced a harvest! It is a time for celebration and reflection – looking back on the work that began months ago when those tiny seeds were first planted.

Compass Mark plants the seeds of prevention every day across our communities. We teach young children how to regulate emotions and make healthy decisions. We train teachers and service providers how to address substance use and mental health concerns. We connect people to services. We empower youth with leadership skills and mentor relationships to strengthen their development as student leaders.

Effective prevention is much more than just planting a seed, however. It requires all of us – working collaboratively with each other and those we serve – to faithfully nurture those seeds and create an environment where they can grow and flourish.

The following pages highlight Compass Mark's expanding impact on thousands of children, youth, and adults in our communities over the past year. Thank you for investing in our mission. With your partnership, these seeds of prevention take root and create healthy, resilient communities for years to come.

With gratitude,

A handwritten signature in black ink, which appears to read "Eric Kennel". The signature is stylized and fluid.

Eric Kennel
Executive Director

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Executive Vice President, Levi's Building Components

“As a board member, I am deeply committed to Compass Mark’s mission of preventing substance use and promoting healthier lives across Lancaster, Lebanon, and Chester Counties. The mission is personal to me – I’ve seen firsthand how addiction can impact the lives of loved ones. I lost a family member to alcohol addiction and mental illness. I understand how crucial prevention and early support are in changing the course of someone’s life. I serve on the board because I believe deeply in the power of prevention. I’ve seen how Compass Mark transforms lives through its wide range of services, from school programs to community outreach. Their work lays the foundation for healthier generations and stronger families.

Looking forward, I am confident that Compass Mark will expand its reach and impact, helping even more individuals and families across our region. The future is bright for Compass Mark as we build stronger, more resilient communities together. I want to thank everyone who has supported Compass Mark’s mission. Together, we are making a meaningful difference in the lives of countless individuals and families. Your continued involvement is helping to shape a healthier future for all.”

▶ Oliver Arthur, CPA, Board Member



WITH GRATITUDE

As we reflect on another remarkable year at Compass Mark, we extend our heartfelt gratitude for your generosity and belief in our mission. Your steadfast support plays a pivotal role in enhancing the health of our communities. Last year, thanks to you, we reached more people than ever before. With your continued support, we can innovate and implement new strategies to expand the impact in our communities. Thank you for believing in our mission.



INDIVIDUALS & BUSINESSES

Barbara Achtermann
Heather Adams
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Michelle Davy
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Yanka Georgieva
Denise Gillin
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Judith Maurice
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Teri Miller-Landon
Elspeth Moffatt
Anne Morett
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Milton & Doreen Morgan
Jason Mundok
John Murr
Nearly Nu Thrift Shop
Penny Neff
Kathleen Neff
Michael & Karin Nicoletti
Tracey O'Shea
Melissa Ostrowski
Hubert Peck
Sarah Phillips
Mara Pritchard
Adam Pummer
Kathy Pummer
Dana Pyne
Ken & Judi Ralph
Jacqueline Redman
Mary Ressler
Carissa Ressler
Melissa Ressler
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Chloe Rich
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Don & Jean Rineer
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Jan Schaefer
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Mike Sharp
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Edward & Kelly Sherbahn
Kenneth Shertzer
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William Sloyer
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Carrie & Sean Smith
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Justin & Kaitlin Snook
Carol & Jim Spicher
Deborah Spranger
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Michele Stauffer
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Marilyn Stein
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Elliot Sterenfeld
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Freiman Stoltzfus
Sid & Jan Stoltzfus
Kathlene Sullivan
The Clouser Group
The Universal Leaf Foundation
Steve & Amy Thurston
Elizabeth Thyrum
United Way GPSNJ
United Way of Greater Lehigh Valley, Inc.
United Way of Lancaster Co.
United Way of Lebanon County
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Cheri & Lisa Weaver
Rodney Weaver
Christopher Weaver
Rod Weaver
Phil Wenger
Shirley Wenger
Michelle Wertz
Dr. Teresa Williams
Kathleen & James Wilson
Jeff & Karen Wimer
Shelby Witmer
Susan Wood
Sandra Yeager
Andrew Yerman
Gary & Beth Yoder
Danielle Yost
Nancy Young
John & Christina Zeswitz
Mark & Teresa Zettlemoyer
Jeannette Zimmerman

POSITIVE CHANGE CONFERENCE SPONSORS

Blueprints for Addiction
Recovery
Caron Treatment Center
The GateHouse
Mental Health America
of Lancaster County
Mountain Laurel Recovery
Center
Naaman Center
Penn Medicine LGH
PerformCare PA
The Potter's House
WellSpan Health

EDUCATIONAL IMPROVEMENT TAX CREDIT (EITC) DONORS

Capital Blue Cross
First Citizens Community Bank
M&T Bank
Mid Penn Bank
Traditions Bank
Weis Markets, Inc.

FOUNDATIONS/ GRANTS

Acts of Generosity
AMETEK Foundation
Lancaster County Community Foundation
Lancaster Law Foundation
M&T Charitable Foundation
Members 1st Charitable Foundation

GOVERNMENT

Chester County Department of Drug & Alcohol Services
Cumberland-Perry Drug & Alcohol Commission
Dauphin County Department of Drug & Alcohol Services
Lancaster County Drug & Alcohol Commission
Lancaster County Prison
Lebanon County Commission on Drug & Alcohol Abuse
Pennsylvania Commission on Crime & Delinquency
York/Adams Drug & Alcohol Commission



OUR WORK, OUR IMPACT

PREVENTION PROGRAMS

Your support of Compass Mark's public health programs helps students and adults develop critical protective factors needed to prevent addiction. With effective school programs, students develop social skills, learn to make healthy decisions, and become positive members of their communities.



PROGRAM PEOPLE

CATCH my Breath

3,626



Leaders of Future Generations (LFG)

62



Promoting Alternative Thinking Strategies (PATHS)

1,595



Positive Action

2,626



Project Toward No Drug Abuse (Lancaster Only)

11



Support for Students Exposed to Trauma (Lancaster Only)

29



Skills for Life (Lancaster Only)

59



TOTAL IMPACT ACROSS LANCASTER, LEBANON, AND CHESTER COUNTIES

21

SCHOOL DISTRICTS

65

TOTAL SCHOOLS

8,882

STUDENTS SERVED

FSA

Lancaster's Family Services Advocate (FSA), Karlee Shambaugh, has been conducting parenting groups in Lancaster County Prison (LCP). A total of 52 parents that are incarcerated graduated from the program. Additionally, in partnership with LCP, Karlee facilitated 43 "contact visits" between children and their incarcerated parent. A "contact visit" is a visit between the child and parent without glass partitions; they occur in an open visiting room allowing children to play games with their parent, read with them, and hug them.

Lebanon - NEW Office

Compass Mark's Lebanon office has moved to a new location! The new address of 625 South 5th Avenue allows for space to conduct trainings for Compass Mark partners and community members.

Chester County Grant

Compass Mark was awarded a \$250,000 grant from the Pennsylvania Commission on Crime and Delinquency (PCCD) to be spent over two years to enhance our school-based programs in Chester County. Compass Mark will work collaboratively with two Chester County school districts to provide comprehensive prevention programs over multiple grades, and over multiple years. The goal is to provide a foundation where we reach students consistently and repeatedly throughout their entire school career. Research demonstrates that the more hours a student is provided evidence-based prevention curriculum, the greater the outcomes.

“I have seen the impact that our consistency and persistence has had in our program implementation. I can see how we are making our mark in Chester County schools. I am excited to see Chester County expand in the future by serving more schools in our districts and providing more services and programs by building this trust and reliability within the districts.”

– Prevention Specialist Karina Martinez



TRAINING & PROFESSIONAL DEVELOPMENT

STUDENT ASSISTANCE PROGRAM (SAP)

Compass Mark is a Commonwealth-Approved Trainer for the Student Assistance Program (SAP). SAP is designed to assist school personnel in identifying substance use and mental health issues that pose barriers to a student's success, and to implement a plan to help the student overcome those barriers.

In August 2024, Compass Mark debuted our state's new, two-day Student Assistance Program (SAP) Team training. SAP is a process in schools which identifies and removes barriers to a student's success, whether those barriers are academic, social, attendance, substance use, mental health, or other issues.

The new training design came after two years of collaboration between PNSAS (PA Network for Student Assistance Services) and the SAP Team Trainers. Compass Mark was one of six training agencies across the Commonwealth to implement this pilot in January, 2024, and the first training agency to provide the two-day model to school districts.

The Training & Professional Development Department provides a range of training services to school and agency staff. Topics covered have included fetal alcohol spectrum disorders, gambling and youth gaming, substance use, and mental health trends among youth. Compass Mark also provides supportive workshops for SAP Teams to ensure they can effectively support students while operating with fidelity to the SAP model.

657

TRAINED
EDUCATORS

21

TEAM
TRAININGS

8

SAP TEAM
MAINTENANCES



POSITIVE CHANGE CONFERENCE 2024

Since 2012, the Positive Change Conference has offered practical tools, inspiration, and encouragement to those working in helping professions where addiction and mental health disorders are present.

2024's theme was *Bridging the Gaps: Building Integrated Systems of Care*. In 2023, our communities continued to both recover from the pandemic and face increases in addiction and mental health issues. Professionals rose to the occasion, but experienced barriers to help their students and clients. Our conference sessions bridged the gaps between the need for services and capacity, and between the mental health and addiction fields.

The event was a banner one with a record number of sponsors and attendees! . . .

2025's theme is *Foundations for the Future: Integrative Behavioral Health Solutions* and will be held on April 2nd and 3rd.

11

SPONSORS

18

SPEAKERS

325

ATTENDEES

4,899

ATTENDEE COMMENTS,
POSTS, AND QUESTIONS

MANY THANKS TO OUR 2024 SPONSORS:

PerformCARE®

blueprints
for Addiction Recovery Inc.



NAAMAN

caron®



MOUNTAIN LAUREL
Recovery Center

WELLSPAN®
HEALTH

The Potter's House
ADDICTION RECOVERY & DISCIPLESHIP MINISTRY

MHA
Mental Health America
of Lancaster County

The conference was held in partnership with

LCDAC
Lancaster County
Drug and Alcohol Commission



Millersville University
SCHOOL OF SOCIAL WORK
BASW • MSW • DSW

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PHILANTHROPIC CONTRIBUTIONS

Compass Mark appreciates the many different ways that donors and community partners support us financially. A culture of giving isn't always financial, though. The greatest support you can offer is to be an ambassador for Compass Mark and spread the good word of our work in the community.



KRYSTA PAVASCO

PREVENTION SPECIALIST – LEBANON

"I had a close family member pass as a result of an overdose. If our work keeps one family from having to go through this pain, it's worth it. Prevention makes sense. The outcomes take time, but the work results in positive behaviors and better communities. That's something we need to invest in, just like our donors have."



MADELINE MARVEL

PREVENTION SPECIALIST – CHESTER

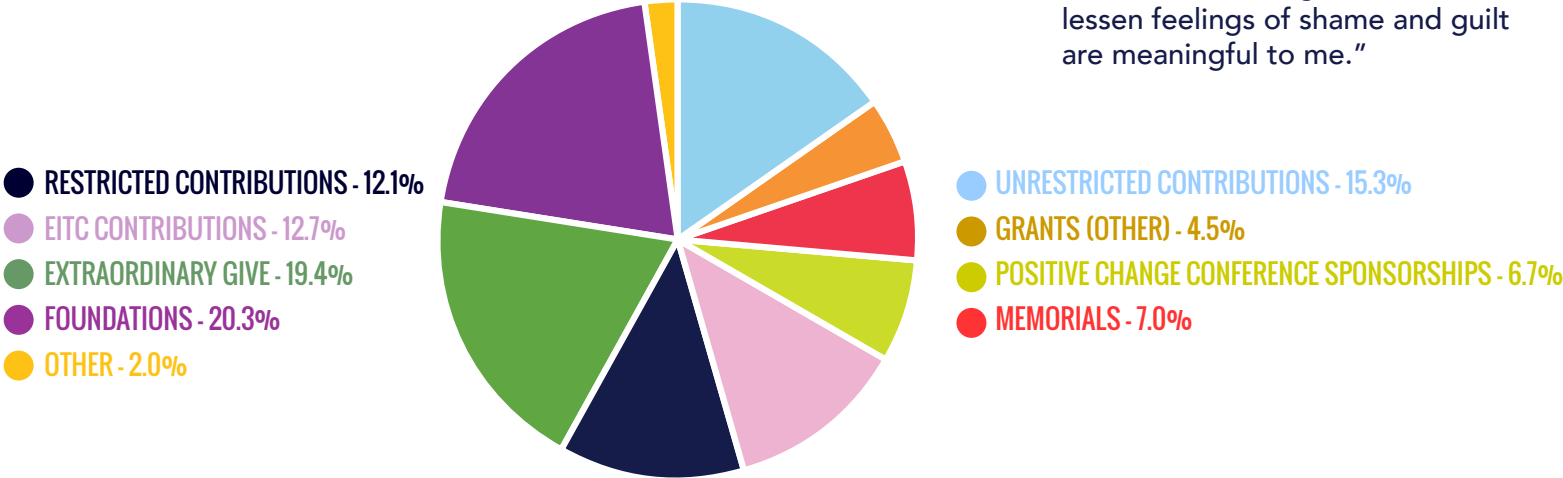
"I've always been passionate about helping people with substance use disorders because of having loved ones who have faced this struggle. I worked in the treatment side of the field for a couple years. Although it was fulfilling, I felt that I could make even more of an impact by working in prevention."



AMY SECHRIST

COMMUNICATIONS COORDINATOR / PREVENTION SPECIALIST – LANCASTER

"Our mission resonates with me because I want to make life better for people living in the margins. Research shows that addiction is the most stigmatized health condition, and people impacted by this can seldom navigate the road to recovery alone. Helping them find services or offering kind words to lessen feelings of shame and guilt are meaningful to me."



SHOWCASING DONOR SUPPORT

“I love the important work that Compass Mark does. Monthly giving is easy, and you can be assured that your gift will be applied to carrying out Compass Mark’s mission.”

– Dr. Sharon Czabafy, monthly donor since 2018

LEGACY GIVING

Dr. Lew Jury, board member and superintendent emeritus of Manheim Central School District in Lancaster County, has supported Compass Mark for four decades and is the first person to take part in our new legacy giving program.



“I’ve learned that giving generously of my resources can be impactful to organizations like Compass Mark, which has immediate needs and many opportunities to change lives right now. At the same time, it has reinforced for me how the act of giving also generates profoundly positive feelings – knowing you are helping in a significant way.”

If you would like to learn more about becoming a part of our Legacy Giving program, please contact Tim Steffen at: tsteffen@compassmark.org or 717.299.2831 x227.

MONTHLY GIVING

Become part of something truly special – *The Compass Society*, a monthly giving program. When you make this commitment to our work, you provide a reliable and sustainable source of funding for our programs.

THE BENEFITS

SUSTAINED IMPACT Your monthly gift helps us continue our work without interruption.

CONVENIENCE Set up your donation once and it’s processed automatically each month.

EFFICIENCY Monthly donations help us reduce administrative costs. We spend more time on our work, and less time on fundraising.

COMMUNITY Connect with a community of like-minded people who are committed to making a difference.

SPECIAL RECOGNITION Members receive special updates and impact reports rather than requests for more support.

CORPORATE SPONSORSHIPS

As part of our strategic plan, Compass Mark began our first yearly sponsorship program in June. We believe that responsible businesses share a belief in our mission. Our sponsorship opportunities offer a range of benefits to meet a company’s marketing and philanthropic goals.

If you know of any businesses that would have a heart for our work, please let Tim Steffen know at: tsteffen@compassmark.org or 717.299.2831 x227

Many thanks to our first year-long sponsors:



STRATEGIC PRIORITY #1:

Program Growth & Enhancement

- Conducted full evaluation of our Positive Action program to identify core lessons, standardize data collection, and assess outcomes.
- Initiated a new partnership with EPIS (Evidence-based Prevention and Intervention Support) at Penn State University for technical assistance on evidence-based program implementation and fidelity.
- Created a roadmap for schools to implement comprehensive prevention services across all grade levels.

STRATEGIC PRIORITY #2

Advancement, Marketing & Partnerships

- Launched a new website with improved navigation and registration process for Student Assistance Program (SAP) trainings.
- Implemented new opportunities for donor engagement including a monthly giving program, corporate sponsorships, and legacy giving.
- Partnered with Mental Health America of Lancaster County to expand school-based mental health prevention.



STRATEGIC PRIORITY #3

Systems, People & Culture

Developed and implemented a comprehensive onboarding and training program for all new staff.

- Launched a professional development initiative to provide resources for staff to attend conferences and training events.
- Restructured internal staff teams to advance organizational priorities in the areas of wellness, innovation, curriculum, and social engagement.




2023-2026

STRATEGIC PLAN UPDATE:

In 2023, Compass Mark engaged with our Board of Directors, staff, and community partners to develop a three-year strategic plan. The priorities identified in the plan provide clear direction for our team as we pursue our mission together with you and our community.

Since we began, we've made great strides. While there is still work to do, we'd like to share the following accomplishments from the past year.



THERE ARE MANY WAYS TO SUPPORT COMPASS MARK'S MISSION.

- Make a secure, one-time or monthly recurring gift online at compassmark.org.
- Join The Compass Society, a monthly giving program (see p. 13).
- Mail your gift to Tim Steffen at Compass Mark at 1891 Santa Barbara Drive, Suite 104, Lancaster, PA 17601.
- Educational Improvement Tax Credit (EITC) Program
- Leave a local legacy for addiction prevention by including Compass Mark in your estate planning. Speak with your financial advisor and then contact Tim Steffen (see p. 13).
- Become a corporate sponsor (see p. 13).

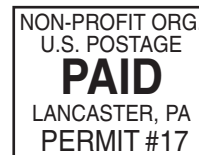
Contact Tim at: 717.299.2831 x227 or tsteffen@compassmark.org.



COMPASS MARK

SCIENCE-BASED ADDICTION PREVENTION

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Suite 104
Lancaster, PA 17601



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