



COMPASS MARK

SCIENCE-BASED ADDICTION PREVENTION

4/1/25! Cycle Day 5  
Learning Target  
I will explain what  
happens at different  
plate boundaries.

Who in your family helps  
Quien en la familia te ayuda a controlar tus

Who makes the best French  
Quien hace los mejores papas fritas?

What do you like to create  
Que te gusta crear?

2024-25

ANNUAL REPORT

# TABLE OF CONTENTS

Our Mission and Vision..... 3

Message from the Executive Director ..... 4

Board of Directors ..... 5

With Gratitude..... 6

Our Work, Our Impact ..... 8

Training & Professional Development..... 12

Showcasing Donor Support.....14

LFG Scholarship FUND.....15

Ways to Give.....15



## 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 EXECUTIVE DIRECTOR



Dear Friends,

While traveling in South Africa many years ago, I was deeply moved by Desmond Tutu's work to promote healing and reconciliation in the shadow of apartheid. Despair and oppression ran deep, yet hope gave Tutu the ability to envision a brighter future. In his words, "Hope is being able to see that there is light despite all of the darkness."

At Compass Mark, hope is at the heart of everything we do.

Hope is more than wishful thinking – it is the belief that things can and will get better. From this perspective, hope becomes a foundation of effective prevention. It is a protective factor that helps us cope with adversity, foster strong relationships, develop new skills, and achieve our goals.

At Compass Mark, I saw hope in the faces of over 11,000 students who participated in our evidence-based prevention programs last year. I heard it in the stories of community members who reached out for help and found a path to recovery. I felt hope in the hundreds of helping professionals who turned to us for training and support, strengthening their ability to serve with compassion and skill.

Above all, I see hope in you – our community of supporters, partners, and advocates. Your belief in our mission makes this work possible. Thank you for supporting our mission of hope and prevention. Together, we are building a future where everyone can live a healthy, fulfilling life free from addiction.

With gratitude,

A handwritten signature in black ink that reads "Eric Kennel". The signature is stylized and fluid.

Eric Kennel

Executive Director

PS – As Compass Mark celebrates **60 years of service** to our community this coming year, we invite you to celebrate with us. Your voice is part of our story—and we'd love to hear from you.

# BOARD OF DIRECTORS 24-25

**DANA PYNE** (President)

Senior Probation Officer, County of Lancaster

**KATE BROSSMAN** (Vice President)

Executive Director, The Urban Well at Saint James Church

**CHRISTOPHER E. METZLER, PHD** (Vice President)

Dean of Student Services, Thaddeus Stevens College of Technology

**DOUGLAS S. BROSSMAN** (Secretary)

Retired Vice Chairman, Burnham Holdings

**DAVID A. FRANK, CPA** (Treasurer)

V.P. of Taxation, AMETEK, Inc.

**KEVIN L. BRADLEY**

Senior Vice President, Janney Montgomery Scott

**OLIVER ARTHUR, CPA**

Accounting Manager, Wintergreen Resort

**TRACY GRAY HAYES, MBA**

Assistant Director of Academic Advising, Harrisburg Area Community College

**LEWIS E. JURY, PHD**

Superintendent Emeritus, Manheim Central School District

**LEO S. LUTZ**

Mayor of Columbia Borough

**ALEXANDER ROHRER, DSOCS**

Community School Director, Boys & Girls Club of Lancaster

**CONNIE SHEAFFER**

Retired Nurse Manager, Wellspan Health

**DARIAN SMITH, MED**

Supervisor of Pupil Services, Coatesville Area School District

**JEFFREY WIMER, PHD**

Associate Professor, Millersville University

**SAJI VIJAYAN, MBBS**

Program Advisor, The Kerry Murphy Healey Center for Health Innovation and Entrepreneurship at Babson College

“Over the past 29 years, I have served on the board and witnessed the growth of Compass Mark from serving Lancaster County, to its expansion to Lebanon, and Chester Counties. As a resident of Lebanon, I am particularly proud of the development and growth of services and programming in Lebanon County, the numbers of individuals and families we support, and most importantly, the proven results of our evidence-based programs in every county we serve.”



- Connie Sheaffer, Board Member

# WITH GRATITUDE

Dear Donors,

*As I reflect on the past year, I'm struck by the fact that I've now entered my third year with Compass Mark. With each day, I gain a deeper appreciation for the meaningful work we do that your support makes possible.*

*Working alongside our passionate staff and leadership team, I've seen firsthand how your generosity touches lives across the three counties we serve. Your contributions extend far beyond our core prevention programs: they're felt in every training session, every webinar, and at our annual Positive Change Conference, which continues to grow and inspire.*

*The need for us in our communities is real, and thanks to you, we're meeting it.*

*Thank you for believing in our mission,*



Tim Steffen

Director of Development and Communications



## INDIVIDUAL & BUSINESSES

|                             |                             |                         |                             |                          |
|-----------------------------|-----------------------------|-------------------------|-----------------------------|--------------------------|
| Barbara Achtermann          | Larry & Lori Ciarrocca      | Katherine Fox           | Danielle Hulock             | Lancaster Elks Lodge 134 |
| Denise Alexander            | Craig Connell               | Karen & David Frank     | Virginia Husting            | Isabel Lark              |
| Ambassadors for Hope        | Ann & Ed Conway             | Denise Gillin           | Mary Huwaldt                | Charlotte Leckow         |
| David & Nadena Ament        | Beth Crosby                 | Ray & Lisa Gilmore      | Michelle Johnsen            | Vicki Legath             |
| Katherine Appleton          | Sharon Czabafy              | Mary Glazier            | Kimberly Johnson            | Margie & Joseph Lisi     |
| Oliver Arthur               | Kandace DaCosta             | Christine Glover        | Scott & Jean Jones          | Laura & Robert Liss      |
| Andrew & Melinda Ascosi     | Gloria Denlinger            | Emily Good              | Dr. Lewis Jury              | Jacinda Little           |
| Deb Bard                    | Jeremiah Denlinger          | Tracy Gray-Hayes        | Leigh & Greg Kaliss         | Diane Loucks             |
| Judy Kay Bard               | Diane Denlinger             | Inda & H. Redi Graybill | Mildred Kaliss              | Susan Luek               |
| Philip Bergey               | Stefanie Dennis             | Mary Grill              | Jonas & Ruth Kauffman       | Martha Lutz              |
| Daniel & Jeane Bowerman     | Alice DeNormandie           | Wayne Groff             | Brenda Keener               | Assured Partners         |
| Nancy & Jeffrey Bradley     | Design Data Corporation     | Marcia & Joe Hackman    | Sarah Kendig                | Tom Malesic              |
| Kevin & Suzanne Bradley     | Emery & Mary Ellen DeWitt   | Kenneth & Linda Haines  | Anna Brendle & Steve        | Kelly & Kyle Mason       |
| Mark Brandenburger          | Angela Dietzel              | Alanna Heath            | Kennedy                     | Judith Maurice           |
| Bright Funds                | Mary Dorman                 | Bruce Hepburn           | Elizabeth & Eric Kennel     | Deborah McClarigan       |
| Kate and Doug Brossman      | Rebecca Durbin              | Dale and Sadie High     | Christian & Rose Kennel     | Kim McDevitt             |
| John & Elaine Brubaker, Jr. | Don & Tara Fausnaught       | Aaron & Alison Hollis   | Robin Kile                  | Christopher Metzler      |
| C. John Bryer               | Danielle Figueroa & William | Sandra Holsinger        | Kitchen Kettle Village      | Helen Miller             |
| Jody & Steve Buterbaugh     | Xiong                       | Brittany Horn           | Carol & Barry Kornhauser    | Patrick Miller           |
| Patricia Butler             | Ann & Henry Fisher          | Horst Insurance         | Ronald Kreider              | Jason Minnich            |
| Lori Casanova               | Mark & Melodie Forsha       | Lyne Houck              | Lancaster Baseball Club LLC | Michael Minnick          |

Elsbeth Moffatt  
Anne Morett  
Milton & Doreen Morgan  
Jason Mundok  
Barbara Navin  
Nearly Nu Thrift Shop  
Kathleen Neff  
Penny Neff  
Mirta Nieves  
Melissa Ostrowski  
Sarah & Shawn Phillips  
Alison Pidgeon  
Kathy Pummer  
Dana Pyne  
Ken & Judi Ralph  
Tabitha Ream  
Dona Reber

Jacqueline Redman  
Melissa & Kevin Ressler  
Ralph & Marva Rhode  
Charles & Cynthia Rice  
Samantha Rineer  
Don & Jean Rineer  
Mark Roda  
Wayne Rosario  
Jay & Anne Roth  
Barry Rowe  
Elizabeth Schein  
Morgan Schronce  
Jeffrey Schronce  
Gary & Christina Seldomridge  
Jack & Coral Shambaugh  
Mike Sharp  
Connie & Timothy Sheaffer  
Kenneth Shertzer  
Fay Shultz  
Donald & Kathy Slick  
William Sloyer  
Carrie & Sean Smith  
Dillon Snyder  
David Stadden  
Michele & Eric Stauffer  
Tim Steffen  
Marilyn Stein  
Nancy & Don Steinweg  
Gail Scott & Stephen Hohenwater  
Michael Testa

The Clouser Group  
Elizabeth Thyrum  
Kenneth & Gail Twiford  
United Way GPSNJ  
United Way of Greater Lehigh Valley  
United Way of Lancaster County  
Donna & Richard Walter  
Eileen Wanamaker  
Christopher Weaver  
Shirley Wenger  
Teresa Williams  
James & Kathleen Wilson  
Jeff & Karen Wimer  
Shelby Witmer  
Susan Wood  
Andrew Yerman

## POSITIVE CHANGE CONFERENCE SPONSORS

Blueprints for Addiction Recovery  
The GateHouse  
Malvern Treatment Centers  
Penn Medicine Lancaster General Health  
Mental Health America of Lancaster County  
Naaman Center  
PerformCare  
The Ranch of Pennsylvania  
WellSpan Health

## EDUCATIONAL IMPROVEMENT TAX CREDIT (ETC) DONORS

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

## FOUNDATIONS/GRANTS

AMETEK Foundation  
The Calvin & Janet Hight Family Foundation  
LCBC Church - Manheim  
Lancaster County Community Foundation  
M&T Charitable Foundation  
Wellspan Health Summit Endowment

## GOVERNMENT

Chester County Department of Drug & Alcohol Services  
Cumberland - Perry Drug & Alcohol Commission  
Dauphin County Department of Drug & Alcohol Services  
Health Promotion Council / PHMC  
Lancaster County Drug & Alcohol Commission  
Lancaster County Prison  
Lancaster - Lebanon IU13  
Lebanon County Commission on Drug & Alcohol Abuse  
PA Commission on Crime & Delinquency  
PA Department of Drug & Alcohol Programs  
PA Department of Education  
PA Liquor Control Board  
York / Adams Drug & Alcohol Commission





**TOTAL DISTRICTS**  
**26**

**TOTAL SCHOOLS**  
**75**

**TOTAL STUDENTS**  
2023–2024 vs 2024–2025

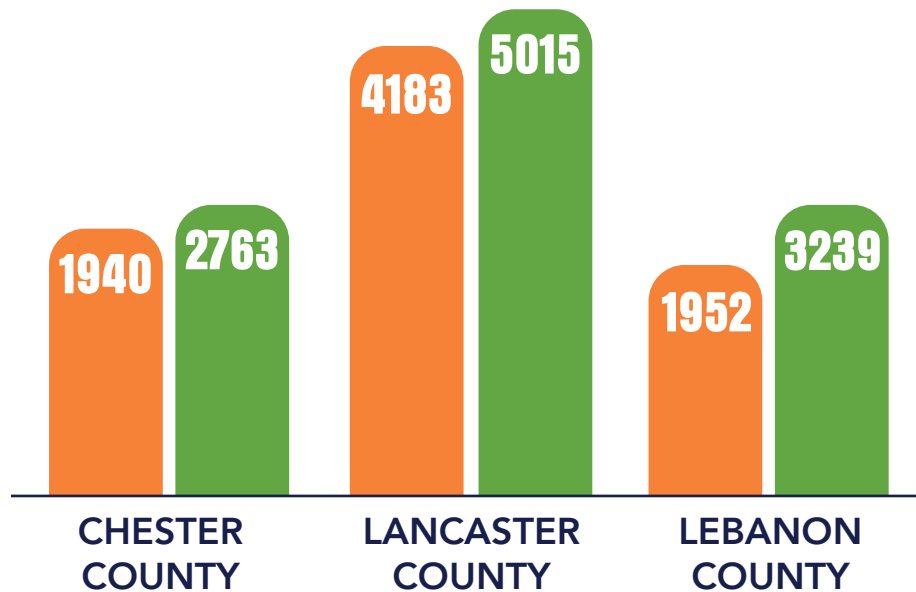
## OUR WORK, OUR IMPACT

### PREVENTION PROGRAMS

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

**CATCH<sup>®</sup>**  
**MY BREATH**

The outcomes show that students experienced improvements across all units, including their likelihood to use vapes, understanding the effects of vaping and social norms, and knowledge about vaping. Data shows a significant positive perception of the program by the participating students.



**3,176** youth served completed pre/post evaluations

**23%** decreased likelihood of vaping

**26%** increased understanding of vaping's effects

**50%** increased understanding of how few students vape

**84%** increased knowledge of the harms of vaping

# POSITIVE ACTION



The outcomes show that students experienced growth across all units, indicating favorable changes in knowledge, attitudes, and behaviors

regarding social-emotional skills, character development, and positive behaviors.

A recent cost-benefit analysis by the Washington State Institute for Public Policy found that for every \$1 spent, Positive Action (PA) saves the community \$182 in the form of reduced healthcare, education, and workplace costs. Positive Action is now ranked as the most cost-effective school-based prevention program.

**2,263** youth served completed pre/post evaluations

**35%** increase in self-concept

**42%** increase in positive actions for body & mind\*

**42%** increase in managing self responsibly

**38%** increase in treating others the way you like to be treated

**29%** increase in telling self the truth

**33%** increase in improving self continually\*\*

\* sleep regulation, study skills, good nutrition, avoiding harmful substances, and good hygiene

\*\* setting goals, believing in own potential, having courage to try new things, turning problems into opportunities



## FSA EXPANSION

Our Family Services Advocate (FSA) program supports justice-involved families. Our advocates:

- Connect caregivers with community resources
- Teach parenting classes at Lancaster County prison
- Reconnect children with their parents through special prison visits
- Deliver teddy bears to children with recorded messages from mom or dad

All of this helps to ease the trauma of separation for children and parents.

Last year, new funding from the prison allowed us to welcome a second advocate, reducing waitlists and expanding support for caregivers. Staff members Karizma Pomaes and Letisha Bemis are preparing caregiver kits and envisioning new ways for how parenting skills can be used to deepen parent-child bonds during special moments of connection with their children.



Letisha Bemis



Karizma Pomaes

# GAMBLING LOSSES IN PA & OUR RESPONSE

In 2024 alone, Pennsylvanians lost \$2.7 billion out of their household budgets to gambling – a figure that continues to rise with the growth of online and sports betting. Compass Mark is committed to addressing the increasing impact of problem gambling through education, prevention, and community engagement.

Last year, we hosted town hall events in Lebanon and Lancaster Counties to raise awareness, assess local needs, and build support for solutions. Attendees included addiction counselors, college staff, mental health professionals, and individuals in recovery. A panel of experts shared insights on the scope of problem gambling, available tools for intervention, and support from state programs.

## Key Takeaways:

- Gambling, gaming, and betting are widely accepted and normalized.
- Stigma prevents individuals from seeking help and limits schools from offering prevention programs.
- Many counselors lack training to identify and treat gambling-related issues and are eager for more resources. Problem gambling is not just a personal issue – it’s a public health concern with clear risk and protective factors. With increased funding for problem gambling prevention, Compass Mark is expanding efforts to meet the growing needs of our communities.



Abby Peters



Eric Webber



Amy Hubbard



Harry Levant

# PUBLIC HEALTH CAMPAIGN: MARIJUANA EDIBLES & YOUTH PREVENTION

As marijuana use becomes increasingly normalized through commercial markets, related risks – especially to youth – are rising. Between 2016 and 2023, National Poison Control calls for accidental ingestion of marijuana edibles by children under 12 rose by an alarming 3,600%.

In response, Chester County Drug & Alcohol Services partnered with Compass Mark to launch a two-part public health campaign:

- Part 1: Urged parents and caregivers who use marijuana edibles to store them safely and minimize risks to children.
- Part 2: Aims to educate teens on marijuana’s impact on mental health and build refusal skills.

Program Manager Shannon DiCandilo and Communications Coordinator Amy Sechrist developed a brochure and digital content for Part 1, supported by a Facebook campaign in May and June. The six posts reached nearly 350,000 people, with 1,400 reactions, 195 comments, and 121 shares—making it Compass Mark’s most engaged content to date. While the campaign sparked some criticism from self-identified marijuana users, it also generated meaningful public dialogue, with many community members stepping in to offer support and perspective.



## COMPASS MARK HONORED WITH STATEWIDE PREVENTION AWARD

In 2024, Compass Mark was one of just two organizations statewide to receive the inaugural Prevention Impact in Action Award from the Pennsylvania Department of Drug & Alcohol Programs (DDAP). This award recognizes teams and initiatives that have made a meaningful difference in preventing substance use and problem gambling in their communities.

Compass Mark was recognized for its implementation of the Positive Action program and for piloting a new training curriculum for Student Assistance Program (SAP) teams in local schools. The nomination came from Debra Bard, Prevention Supervisor at the Lancaster County Drug & Alcohol Commission, who noted:

“Compass Mark’s creative methods, such as stacking Positive Action lessons and tailoring the program to local needs, led to substantial positive outcomes, including improved academic performance and reduced classroom behavior issues among over 1,500 Lancaster County students.”

We are honored to receive this recognition from our valued partners at DDAP and the Lancaster County Drug & Alcohol Commission. Prevention work often happens behind the scenes, so we’re especially grateful for this public acknowledgment of our team’s dedication to building a healthier, more resilient community.



**“Compass Mark’s team has consistently provided high-quality, evidenced-based addiction prevention programs that help our students make healthy choices and build important life skills. The programs are a valuable part of our county’s efforts to support student well-being. We’ve seen a positive impact on our school community thanks to their work.”**

– Nicole L. Malinoski, Ed. D.  
Lebanon School District Superintendent

# 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.

Our Training & Professional Department led more SAP Team Trainings than any previous year. We held 37 virtual SAP Team Trainings for 864 participants, and due to our virtual platform, we welcomed participants from across the Commonwealth.

In support of the SAP process in schools we were involved with SAP County Coordination and District Council teams in Lancaster, Lebanon, Chester and York /Adams Counties. Deb McCoy and Christine Weidner led several SAP Team updates, providing guidance and expertise in working with students experiencing trauma, trends in youth mental health and substance use, along with improving team functioning.

### SAP GRANT

The PA Department of Education awarded grants to thirteen SAP Training providers across the Commonwealth to provide training to school staff wishing to join the teams. Compass Mark was one of those recipients. We were given a \$367,000 grant to provide team training, as well as cover the cost of substitutes so teachers and school staff could get certified. The grant is scheduled to continue until December 2026, or until we utilize all of the funding.

864

PARTICIPANTS

37

VIRTUAL SAP TEAM TRAININGS



**DEB MCCOY**  
*Director of Training & Education*



**CHRISTINE WEIDNER**  
*Training Coordinator*

# POSITIVE CHANGE CONFERENCE 2025

The Positive Change Virtual Conference is an annual event designed to offer practical tools, as well as inspiration and encouragement to those working in helping professions where addiction and mental health disorders are present.

2025's theme was **Foundations for the Future: Integrative Behavioral Health Solutions**. Speakers built on evidence-based practices in addiction and mental health prevention, treatment, and recovery, while offering holistic interventions which support the whole person. The conference brought together:



2026's theme is The Professional Heart: Competence, Compassion & Collaboration and will be held on April 8th and 9th

## MANY THANKS TO OUR 2025 SPONSORS:

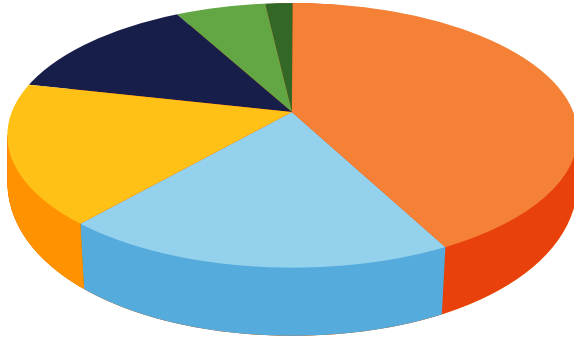


## THE CONFERENCE WAS HELD IN PARTNERSHIP WITH



# PHILANTHROPIC CONTRIBUTIONS

Compass Mark appreciates the 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.



- General Unrestricted Contributions 42.4%
- Foundations – Other 19.1%
- LCCF ExtraGive 17.2%
- EITC Contributions 13.5%
- Positive Change Conference Sponsorships 6.1%
- Other 1.8%

## 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 has a business sponsorship program. We believe that responsible businesses share a belief in our mission. 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](mailto:tsteffen@compassmark.org) or 717.299.2831 x227

Many thanks to our 24-25 sponsors:



AssuredPartners

# LEADERS OF FUTURE GENERATIONS

## David Bender Scholarship FUND

### Investing in Tomorrow's Leaders

Established in 2001, the David Bender Scholarship Fund was founded to provide tuition assistance for youth participating in Compass Mark's leadership and mentoring programs. The fund was made possible through the visionary efforts of community volunteer R. Richard Sherbahn and then-Executive Director David Bender. In 2016, it was renamed in David's honor upon his retirement, celebrating his legacy of unwavering commitment to youth development and positive community change.

Today, the David Bender Scholarship Fund continues to thrive, thanks to the generosity of donors like you. It supports graduating participants of our *Leaders of Future Generations* (LFG) program – young people who have demonstrated remarkable personal growth, academic achievement, and a strong dedication to leading within their schools and communities.

Scholarship recipients use these funds to pursue higher education, vocational training, volunteer service, and other pathways to leadership. Your support ensures that their journey doesn't end with Compass Mark—it launches from it.

**We invite you to consider making a gift to the David Bender Scholarship Fund.** Your support helps open doors for young leaders and honors the legacy of service that this fund represents.



"Thank you for the scholarship and for the opportunities that LFG has provided me with for the past five years. I am very grateful for all the skills and experiences that gained from it, and am now able to carry them with me throughout my new journey!"

– Ainsley – 2025 scholarship recipient

“I love that my daughter is part of this program. I see how she's become more mature and wants to be part of her community. I also continue to see her growth and am amazed.”

– Parent

## WAYS TO GIVE



**Celebrating 60 Years  
in 2026 of Service  
to Our Communities!**

### There are many ways to support Compass Mark's mission.

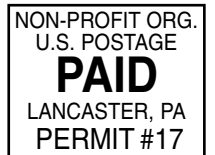
- Make a secure, one-time or monthly recurring gift online at [compassmark.org](https://compassmark.org).
  - Join The Compass Society, a monthly giving program (see p. 14).
  - Mail your gift to Tim Steffen at Compass Mark:  
1891 Santa Barbara Drive, Suite 104, Lancaster, PA 17601.
  - Inquire about the 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.
  - Become a corporate sponsor (see p. 14).
- Contact Tim at:** 717.299.2831 x227  
or [tsteffen@compassmark.org](mailto:tsteffen@compassmark.org).



# COMPASS MARK

SCIENCE-BASED ADDICTION PREVENTION

1891 Santa Barbara Dr.  
Suite 104  
Lancaster, PA 17601



# COMPASS MARK

SCIENCE-BASED ADDICTION PREVENTION

717.299.2831 | [info@compassmark.org](mailto:info@compassmark.org) | [compassmark.org](http://compassmark.org)



Sign up at  
[compassmark.org](http://compassmark.org) to  
receive a monthly e-newsletter



Follow COMPASS MARK on Facebook, Instagram or LinkedIn