



# ANNUAL REPORT



# The Bay Compassion, promoting human flourishing, together.

Welcome to our Annual Report,  
showcasing a year of compassion  
and shared hope.



# LETTER FROM THE EXECUTIVE DIRECTOR



## May we lead with love.

burdened by years of substance use and instability. Through consistent support, he took courageous steps toward recovery. Today, he is sober, housed, and rebuilding his life. He told us, "Someone believed in me before I could believe in myself."

I also think of a senior who visits our food market and shared that, because she can access groceries with dignity, she can now afford her medications. "I don't have to choose anymore," she said —a quiet reminder of how compassion lifts heavy burdens.

We are especially grateful for the partnership of local churches and community organizations whose collaboration has been vital to this work.

Looking ahead, our focus is expanding Compassion Health, with the goal of eventually establishing a medical clinic and ultimately a Compassion Center—a place of holistic care and hope for families in our community.

Thank you for walking alongside us. We are deeply grateful—and confident that the best is yet to come.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Long".

Paul Long, MD  
Executive Director

Dear Friends of The Bay Compassion,

In every Bay Area community, there is need—and at The Bay Compassion, our mission is to respond with compassionate, tangible care. Through our own programs and in partnership with local churches and community organizations, we seek to love our neighbors in ways that bring dignity, healing, and hope. I am deeply grateful that you are part of this calling.

On the night before His crucifixion, Jesus knelt to wash the feet of His disciples, offering a powerful example of humility and service. That moment shapes how we understand compassion—not from a distance, but up close, expressed through committed love, care, and presence.

This past year, I've seen that type of compassion change lives. One guest in our Clean Start program arrived

# OUR **MISSION & VISION**



## MISSION

To build a Compassion Center—a hub of holistic care where families in need can access resources, support, and services that nurture health, hope, and human flourishing.



## VISION

A Bay Area where every local church is actively and effectively serving the needs of its community, mobilizing its people, gifts, and resources to bring hope and lasting transformation.



# OUR 10-YEAR VISION

Serving communities with compassion and care

## Years 1–2 | Deepening & Integrating Care



Strengthen and integrate our four focus areas—Compassion Health, Food, Education, and Homeless Care—to provide holistic care promoting human flourishing. Grow our impact by expanding staff, mobilizing volunteers, creating a strong financial foundation, and deepening partnerships with local churches and organizations across the Bay Area.

## Years 3–5 | Launching the Compassion Center



Establish the Compassion Center as a centralized hub for holistic care, offering free medical services, counseling, a teaching kitchen, after-school support, social services, and spiritual care—all under one roof for families in need.

## Years 6–10 | Multiplying Impact



Develop a Research Center to measure our impact on human flourishing and a Training Center to equip churches to meaningfully serve their communities—multiplying compassion across the Bay Area and beyond.

2025

# IMPACT REPORT

behind every number is a story of compassion

## Community Support



**4,144**

showers provided to the homeless. Multiple stories of recovery and housing.



**500k**

pounds of food, beverage, and household resources provided in our markets



**62**

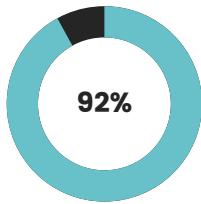
Students in our Read On! program getting both literacy and resource support



**1,500**

sets of clothes and shoes given out to those in need. Countless more hygiene kits given out.

## Impact on Mental Health



Felt more hopeful about life after engaging with Clean Start.

## Volunteer Hours

**16k**

volunteer hours made the work possible!



# STORIES OF COMPASSION



“This has been my weekly perfect day, because I come here and see people that treat people like human beings. Without this program, I don't know what I would have done.”

-Guest at Clean Start

“Because of the food you provide, I don't have to choose anymore between affording my medications or eating enough each week. Thank you!”

-Senior at Food Market



“Everything you are doing for my daughter and I is very helpful. Thank you so much. I read with her and she is really doing great. I love how she really works to figure out words that she is wrestling with!”

-Mother of Read On! Student



# Compassion Education

In our Read On! program, we empower young learners and their families through literacy support, meaningful relationships, and basic needs care so every child has the chance to thrive at school and beyond.



“Your team is so joyful. When they walk into the room to pick up their students for tutoring, it’s like someone turned on a light in a dark and dreary place.”

– Bel Air Elementary Teacher



"When a child learns to read, confidence is restored, futures are rewritten, and hope takes root. Through strong partnerships with local school districts, we believe the local church can come alongside every school so every child is known, supported, and able to thrive."

— Denielle Mason, Director of Read On!  
& Brielle Kendall, Director of Curriculum



# Compassion Food

Nourishing our neighbors through our Compassion Food Markets, where we provide thousands of pounds of fresh, healthy food and essential resources each week to individuals and families in need.

## Refrigerated Box Truck

Your support helped us purchase a new refrigerated box truck in 2025, expanding food delivery across our community.

## Market Locations

Expanding access to nutritious food for families and seniors through community-based markets in Concord, Brentwood, and Oakley.

## Thank you to our food partners!

Food Bank of Contra Cost & Solana  
White Pony Express  
Convoy of Hope

## Thank you to our box truck donors!

Marathon Petroleum  
& The Bay Church Congregation



“What I love about the market is that the people here are wonderful. They are so nice and kind. We have access to food which we really need. I appreciate all that you do. Thank God that you are here.”

Sandy, Guest at the Compassion Food Market



# Compassion Homeless Care

Delivering hope and practical support through our mobile resource centers—offering hot showers, fresh clothing, food, hygiene supplies, and compassionate care. These moments have sparked countless stories of recovery, restored hope, and pathways to housing.

6 years of serving those in need  
on the streets of Contra Costa County  
and over 12,000 showers given





"When we keep showing up in each other's lives, strangers become neighbors and neighbors become friends. They Bay Compassion makes those connections possible."

Dr. Katelyn Long, Co-Director of Clean Start Homeless Outreach



# Compassion Health

Promoting healthy living through food, movement, and community—supporting children and families through sports, nutrition-focused support, and accessible health screenings. Because healthy living doesn't have to start in a clinic; it can begin right in our communities.

## Compassion Clinic

Our vision is to build a free, accessible clinic supporting holistic well-being and human flourishing.

## Compassion Fitness

Promoting health, teamwork, and belonging through free youth soccer—launched in 2025, with plans for a community league in 2026.

## Compassion Garden

In 2025, we built a teaching garden that fosters learning, stewardship, and connection.



## COMING 2026

Thanks to grant funding, we plan to build out this room in March 2026 to expand our Compassion Health Initiative



"Health is shaped long before someone ever enters a clinic. By emphasizing nutrition, healthy habits, and practical support, Compassion Health helps create the conditions where people can truly flourish."

— Dr. Chris Menasseh, Physician & Board Member

# 2025

# FINANCIAL

# OVERVIEW

**2025 marked a foundational year for The Bay Compassion** as the organization transitioned from startup to operational readiness. Financial activity during the year reflects early investments that strengthened long-term capacity and positioned the organization for sustainable operations.

**Operating expenses totaled \$257,568**, with the majority supporting program services and direct program delivery. As of December 31, 2025, The Bay Compassion maintained a strong asset position and minimal liabilities, providing a stable foundation for future growth and expanded community impact.

## FINANCIAL SNAPSHOT | 2025

**TOTAL REPORTED REVENUE**  
**\$982,216\***

\*Includes pledges receivable & non-cash startup contributions

Cash Contributions  
\$546,996

Pledges Receivable (2026)  
\$247,624

Non-Cash Contributions  
\$187,596

**TOTAL EXPENSES**  
**\$257,568**

The majority of expenses supported direct program delivery, with remaining costs supporting management and general operations

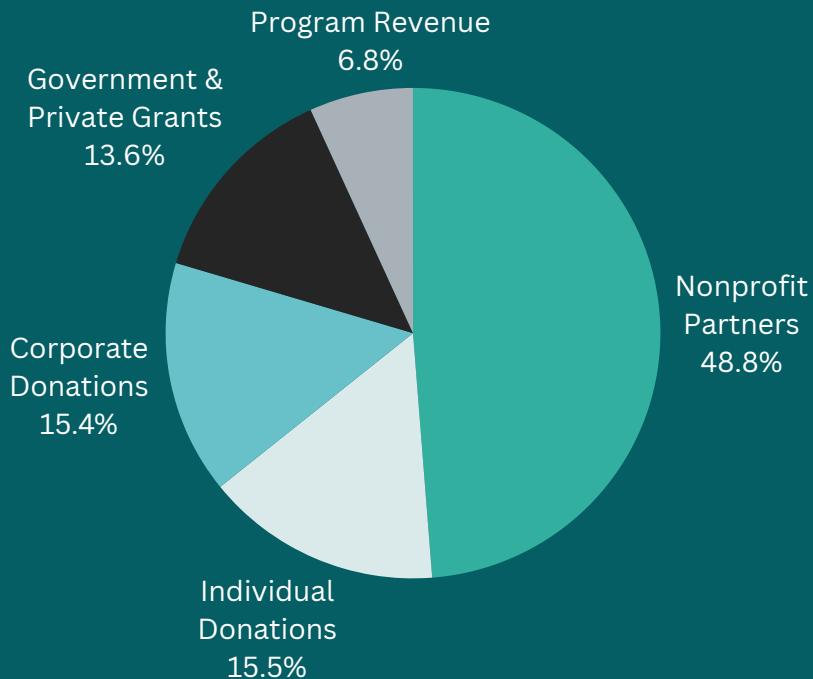
**NET ASSETS**  
**\$726,781**

Strong financial position entering 2026

Supports program growth & long-term sustainability

# FUNDS SUPPORTING 2025 OPERATIONS

## CASH-BASED OPERATING SUPPORT



“2025, our first full year of operations, was marked by prudent financial stewardship and strong partnership support. We are entering the next season well-positioned to steward resources faithfully and expand our impact.”

— Daniel Watt, Treasurer & Board Member



Thank you  
for an  
amazing  
year full of  
**COMPASSION**







# THANK YOU TO OUR PARTNERS

Teamwork makes the dream work

## Church Partners

### **The Bay Church**

New Destiny Church

West Pittsburg Community Church

First AME Community Church

Refuge Church

Saint Ignatious of Antioch Catholic Church

## Community Partners

Marathon Petroleum Corporation

Convoy of Hope

Saint Vincent de Paul of Contra Costa County

Loaves and Fishes - Of Contra Costa

Contra Costa Health

John Muir Health

Food Bank of Contra Costa and Solano

White Pony Express

J B Mechanical Inc.

Smart & Final

Mount Diablo Unified School District (SOAR program)

Village Community Resource Center

Antioch Community Foundation

Winter Nights Family Shelter, Inc.

# 2026...

# Here we come!

God's favorite word is IMPOSSIBLE

**Here are ways you can support  
The Bay Compassion in 2026**



Make a donation  
to our general  
fund



Volunteer with  
us



Sponsor a student  
in our Read On!  
program

**Pray for the individuals and families in need in your  
neighborhood and throughout The Bay Area.**



[THEBAYCOMPASSION.ORG](http://THEBAYCOMPASSION.ORG)



[CONTACT@THEBAYCOMPASSION.ORG](mailto:CONTACT@THEBAYCOMPASSION.ORG)



**THE BAY  
COMPASSION**