

ESC OF NEW ENGLAND ANNUAL REPORT 2015



ESC of New England

**Consulting and Capacity Building
for Nonprofits**



ESC of New England

Consulting and Capacity Building
for Nonprofits

Annual Report 2015

Contents

- 1** MESSAGE
- 2** CLIENTS
- 3** CLIENT SPOTLIGHT
- 4** CONSULTANTS
- 9** FELLOWS
- 10** DISCOVERING WHAT'S NEXT
- 11** CONTRIBUTORS
- 12** FINANCIAL OVERVIEW
- 13** BOARD OF DIRECTORS
- 13** ADVISORY BOARD
- 13** STAFF

Thank you to Agassiz Baldwin Community and BAMSI for use of their photographs and Rachel Birkenthal, Annual Report designer.

Dear Friends,

2015 was a year of remarkable transformation and progress for ESC of New England. In the fall, we bid farewell to Bethany Kendall, who led ESC as President and CEO for 10 years. Bethany's legacy at ESC includes the development of an endowment, an expansion of the ESC consulting pool, and the addition of the Encore Fellowship and Discovering What's Next programs. On behalf of the Board of Directors, I offer Bethany our sincere gratitude for all that she has done for ESC. We wish her the best of luck in her new role as the Executive Director of the Amelia Peabody Charitable Fund.

After a thorough search process, the Board welcomed Julie Crockford, formerly President of the Emerald Necklace Conservancy, as ESC's new Executive Director. During Julie's tenure at the Conservancy, she accumulated an impressive list of accomplishments, including increasing operating revenue for the organization, expanding the Conservancy's programs and staff, and doubling the number of volunteers. Julie joined ESC in January and has been listening to stakeholders in order to plot the course for ESC's future growth and success. We look forward to working with Julie over the coming years with high hopes for what she will bring to our organization.

In the last year, ESC has continued to serve as a crucial resource for the nonprofit community, offering assistance to organizations that benefit our society in areas including education, health, housing, the arts, the environment, youth, and community development. For me, as well as for many of our Consultants, our work is its own reward. To be able to use my professional skills in a meaningful capacity – and to see that work having an immediate and sustainable impact in the community – is a profoundly fulfilling experience.

Beyond our core consulting program, ESC's Encore Fellowship Program, Discovering What's Next Program, and professional development workshops continue to grow, extending our organization's reach and enhancing our ability to fulfill our mission. As the environment faced by nonprofits continues to change, ESC will continue to adapt its services to help nonprofits meet their challenges with success.

We live in a world of increasing inequality and persistent injustice, with a future that often seems uncertain. Nonprofit organizations serve as instruments of positive change in our communities. ESC's work helps to ensure that these nonprofits have the tools they need to fulfill their missions and to leverage their resources most effectively for the common good.

I am immensely thankful to the ESC family for all of their hard work. ESC's programs would not be possible without the support of our donors and the skills our Consultants and Fellows bring through their service.

Sincerely,



William R. Huss, Ph.D.
Chair, Board of Directors

Clients

ESC is honored to have worked with so many amazing nonprofits this year. Each client is unique, representing everything from an all-volunteer neighborhood food security initiative to a multi-site human service organization serving over 10,000 families across Massachusetts. ESC Consultants, Fellows, and Workshops help nonprofits to reach their full potential and maximize their positive impact in the community.

Agassiz Baldwin Community
The Art Connection
BAMSI (Brockton Area Multi-Services, Inc.)
Bay State Reading Institute
Boston Court Appointed Special Advocates
Boston Partners in Education
The Bostonian Society
The Buttonwood Park Zoo
Cambridge Arts Association
Cambridge Public Library
Cambridge Community Television
Charter Oak Cultural Center
Community Health Center Association of Connecticut
Community Legal Services and Counseling Center
Community Outreach Group for Landscape Design
Commonwealth Compact
Community Cooks
Companion Animal Protection Society
The Company Theatre
Danvers Historical Society
The Decibels Foundation
Dedham Choral Society
"e" inc.
Education Pioneers
Elizabeth Stone House
The Emerald Necklace Conservancy
Encore Boston Network
Episcopal Diocese of Rhode Island
Ethos
Framingham Public Schools
Freedom from Chemical Dependency
Gore Place
Greater Marlboro Programs, Inc.
Horizons for Homeless Children
House of Possibilities
Housing Families
Institute of Professional Practice, Inc.
Kennedy-Donovan Center
LIFE Cape Cod
Margaret Fuller Neighborhood House
Massachusetts Farmers Market
Medicine Wheel Productions
Merrimack Valley Community Music School
The MetroWest Mission Hub
National Institute for Children's Health Quality
Neville Communities
New England Innocence Project
North Hill
The Parenting Journey
Public Responsibility in Medicine and Research
RESPOND
School on Wheels
Seeding Labs
Self Esteem Boston
Soccer Without Borders
South Boston Association of Nonprofits
Spina Bifida Association of Greater New England
St. George's Benevolent Society
Sudbury Historical Society
Tenacity, Inc.
Trinity Church
Unbound Visual Arts, Inc.
Vulvodnyia Matters
Walpole Cable Access Television
Wellesley Media Corporation
Wenham Museum
Westerly Library and Wilcox Park
Winchester Multicultural Network
WriteBoston

Client Spotlight



Agassiz Baldwin Community

The Agassiz Baldwin Community (ABC) has served the Agassiz neighborhood and wider city of Cambridge for over 40 years. They are a place that nurtures individual growth and creativity, builds connections, and serves as a forum for community advocacy. From the Sacramento Street Preschool to the Living Well Network for adults 55 and up, ABC creates a rich culture within which the community can flourish.

ESC's relationship with ABC goes back to 2004. Over the intervening 12 years, we have worked together on multiple strategic plans as well as a variety of discrete projects that have allowed ABC to improve and fine tune their programs.

In 2010, ABC launched Maud Morgan Arts which offers year-round visual arts programs for children and adults taught by well-regarded artists. ESC Consultants worked with ABC leadership to brand the program and develop a marketing plan to introduce it to the community. The program was a success, but changes in the market brought us back in 2014 to develop a communications plan that included goals, strategies, tactics, and a robust tool kit for the marketing team to use in the creation of promotional pieces.

ABC became one of the first Massachusetts nonprofits to take advantage of ESC's Encore Fellowship Program as they brought on two Fellows to increase capacity and efficiency around finance and HR functions. A finance expert was hired to review financial processes and make recommendations for future needs and ABC recently hired an HR professional as their Human Resources Director.

"Hiring an ESC Encore Fellow was one of the best decisions we made."

Maria LaPage
Executive Director
Agassiz Baldwin Community

As highly skilled professionals embedded within the organization, the Fellows took charge of projects, executing research, planning, and on-the-ground implementation.

ABC represents just one of the thousands of nonprofits ESC has helped to better serve the community. Our Consultants and Fellows help over one hundred organizations each year, in turn touching the lives of tens of thousands of individuals and families across New England.

Photograph courtesy of Agassiz Baldwin Community.

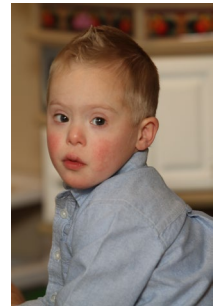
Consultants

ESC Consultants represent the heart of the organization. Their skills and experience, coupled with the desire to make a meaningful contribution to the community, are ESC's greatest asset.

In 2015, ESC Consultants provided over 14,000 hours of support to nonprofits, a contribution valued at nearly \$2.5 million. Working in teams, they shared their expertise with hundreds of nonprofit professionals, enabling each organization they worked with to better fulfill their missions.

A few examples of ESC's impact in the nonprofit community:

- Through our work with BAMSI we **helped the organization's leadership work more effectively** to provide valuable services to children, adults, and families with developmental disabilities, traumatic brain injuries, behavioral health challenges, and public health needs.
- Our Consultants helped Commonwealth Compact, an organization dedicated to establishing Massachusetts as a uniquely inclusive, honest, and supportive community of diverse people, **build consensus around changes in funding streams, leadership roles, and organization structure.**
- ESC has been involved with Seeding Labs from its infancy, helping update their initial business plan to adapt to changes in the market and evolving opportunities. Four years later we were asked back to help Seeding Labs respond to USAID's interest in the program, crafting a funding proposal for "explosive growth". USAID support in hand, we returned this year to help **strategically grow the staff to meet the organization's ambitious new goals.**
- Over the past 18 months, ESC Consultants have worked with Community Outreach Group for Landscape Design to **provide support around governance, strategic planning, marketing, and fundraising**, helping the organization move through a leadership transition to emerge stronger and better prepared to execute its mission.



A beneficiary of BAMSI's services.

"I cannot say how grateful I am to our ESC Consultants for getting us through a set of transitions so gracefully and effectively."

Sally Muspratt
President Emeritus

Community Outreach Group for Landscape Design

Photograph courtesy of BAMSI.

Consultants

Ruth Aaron

*Vice President**
Scheur Management Group

Francine Achbar

*Executive Director**
New Center for Arts and Culture

Judy Allen

*National Programs Consultant**
The Education Resources Institute

David Ames

Priest
Episcopal Diocese of Rhode Island

Anthony Attardo

*SAP PRISM Subject Matter Expert**
Raytheon Company,
Integrated Defense Systems

Claudia Bach

*Director, Educator Policy,
Preparation and Leadership**
Massachusetts Department of
Elementary and Secondary Education

Janet Baker

Consultant/Senior Research Analyst
Cambridge Hill Partners

Dick Balzer

President
Richard Balzer & Associates, Inc.

Jim Barrow

Professor of Strategic Management
Suffolk University

Mojdeh Barros

*Encore Fellow**
Ocena Conservancy

Samuel L. Batchelder, Jr.

*Partner**
Goodwin Procter, LLP

Marjorie Bauer

*Senior VP of Market Research**
Fidelity Investments

Jeffrey Berman

Professor Emeritus
Salem State University

Greg Betley

*Chief Information Officer**
St. Mary's Center for
Women & Children

Ashok Boghani, Ph.D.

*Management Consultant**
The Monitor Group

Louise I. Borke

*Consultant and Faculty Member**
The Risk Management Association

Ruth Bramson

*CEO**
Girl Scouts of Eastern Massachusetts

Thomas A. Buffum, Jr.

*President & CEO**
Carr Separations, Inc.

Sue Burk

Principal
Top Five to Seven, LLC

Michael W. Byrnes, Jr.

President and Consultant
Byrnes Consulting

Regina Caines

*Director of Affirmative Action/
Equal Employment Opportunity/
Diversity Programs**
Massachusetts Institute of Technology

Melanie Calzetti-Spahr

*Managing Director**
Devonshire Investors

Nancy Carlin

*VP of Business Transformation**
American Express

Ellen Carpenter

*Assistant Dean, Human Resources**
Harvard Graduate School of Education

John Carpenter

Independent Consultant

Jay L. Carty

Senior Consultant
Greeley Communications

Ellen Chang

Senior Compensation Analyst
Analog Devices

Hollis Chase

President & Founder
Chase & Associates

Cassandra Clay

Clinical Professor Emeritus
Boston University School of Social Work

Bonnie Clendenning

*President & Trustee**
The School for Field Studies

Sherdena Cofield

*Policy and Program Consultant**
Salem State School of Social Work

Charlie Conn

Principal Consultant
360 Branding & Communication LLC

Cynthia Connelly

Founder and Principal
CMC Marketing Services

John G. Cook

*Vice President, Human Resources**
Dennison Manufacturing Company

Michael Curren

Vice President of Philanthropy
Morgan Memorial Goodwill Industries

Adele Daley

*VP of Field Operations**
Marmaxx Group

Nayla Daly

Strategist
Radius PR

*Last position held

Consultants

Gabe d'Annunzio
Partner
O'Sullivan Communications

Marie Danziger
Lecturer in Public Policy
Harvard University

Donna Davis
*Founder & President**
DDB Associates

Jaidev Dasgupta
*Chief Scientific Officer**
Teranode

Diane DeMarco
Owner
Consultants for Institutional
Advancement

Mary Ellen DeWinter
*Business Unit Manager**
Goodwin Proctor LLP

Michael DiLorenzo
*President**
MJD Associates, Inc.

Janice Dolnick
*Co Founder, Principal**
CX Strategy Partners

Janet Dracksdorf
*President**
Vista Higher Learning

David Ebenezer
Consultant
Oxford Global Resources

Marion Estienne
Principal
3sixtyglobal

Ted Fairchild
*Managing Consultant**
Fairchild Leadership Alliance

Orna Feldman
*International Strategic
Communications Consultant*
Feldman Communications

Kenneth Fischer
Principal
KMF Consulting Services

Albert Gold
*Senior Advisor to the Dean**
Harvard University, Division of
Engineering and Applied Sciences

Neil H. Golden
*Vice President**
ADE Corporation

Les Goldstein*
CEO
Ascentis Corporation

Christine H. Green, Ed.D.
President
The Trefler Foundation

Louis Grossman
President and Treasurer
Grossman Companies, Inc.

Alexandra Gubin
Independent Consultant

David Guydan
Managing Director
Perago Consulting

Michael Halperin
*Director of Training
and Development*
May Institute

Theresa Hamacher
President
Versanture Consulting

Stuart Hamill
Senior Project Manager
S&S Pharma Consult

Debra Harkins
Founder
Leading Change Coaching and
Consulting Associates

Carol Ann Hayes
*Director**
Reed & Barton

Ellen Heller
*President**
Ellen Heller Executive Search

Charles Hewitt
*Executive Vice President**
BMS Intermediaries

Patricia Hillman
*EVP, Managing Director**
Fidelity Investments,
Devonshire Investors

Don Hodgman
*Senior Vice President**
State Street Corporation

Marc Hoffman
*Executive Director**
Consortium for Energy Efficiency

Lauren Hunter
*Manager of Human Resources,
Diversity & Inclusion*
City on a Hill Charter Public Schools

William R. Huss, Ph.D.
Adjunct Professor
Babson College

Lorraine Hynes
*Purchasing Agent**
State of Rhode Island

Andre Jasse
*Chairman & CEO**
Brown Rudnick

John Ireland
*Consultant**
Seacoast Management Advisors

Terrence Jones
VP, Contact Center Sr. Manager
Citizens Financial Group, Inc.

Marietta B. Joseph
*Vice President**
MassDevelopment

Lisbeth Kamborian
Development Consultant
LNK Associates

*Last position held

Consultants

Wendy Keenly
*Commercial Insurance Inspector**
Overland Solutions, Inc.

Judith Kidd
*Associate Dean for Student Life and Activities**
Harvard University

Scott Knous
Practice Manager, Data Management
InvestTech Systems Consulting

John Knutson
*Vice President, MMC Global Alliance Project**
DaimlerChrysler

Dave Kourtz
Principal
HR-ROI Solutions, LLC

Judy Kugel
*Associate Dean of Students**
Harvard University

Rory Laughna
*President**
BTMU Capital Corporation

Margaret Lawrence
*Associate Editor**
Strategic Direction Publishers, Ltd.

Stella Lee
*Marketing Manager**
IBM

Jonathan Lilienfeld
*Vice President**
Fidelity Investments

Eli Lipcon
*VP of Sales, General Business Services**
Bell Atlantic

Ray Locke
*Year 2000 Program Manager**
Compaq Computer Corporation

Gabriele Loebbert
*Vice President, Product Marketing**
Thomson Compumark

Andrea H. Loew
*Executive Vice President & General Counsel**
Interactive Data Corporation

James Lomastro
*Consultant**
Larchmeadow Associates

Mark Lowenstein
Small Business Counselor
SCORE Association

Donna McGrath
*Course Integration Coordinator**
Geisel School of Medicine,
Dartmouth College

Susan MacDougall
Director of College and Alumni Success
SquashBusters

Julie Mairano
*Executive Director**
Cornelia de Lange
Syndrome Foundation

Bruce Margolis, Ph.D.
*Executive Vice President, CHRO**
TJX Companies, Inc.

Michael Mazloff
*Director, Special Projects**
Justice Resource Institute

Lesly Michelot
Estate Planning Principal Attorney/Mediator
Michelot Law Office

Eugene B. Mihaly, Ph.D.
Chairman
Mihaly International Corp.

Michael Milczarek
*Treasurer & CFO**
May Institute, Inc.

Stephen Mills
*Director of Analytics**
Reed Business Information

Richard Mitchell
*Change Management & Operational Planning Consultant**
Richard Mitchell Consulting

Diana Montenegro
Development Coordinator
Agassiz Baldwin Community

Lynn S. Moran
Executive Search Consultant
Associate Strategies

Donna Morelle
*Superintendent**
Cumberland Public Schools

Brian Morrisey
Senior Consultant
Axis Technology

Marianne Mortara
*Talent Management Director**
Shire Human Genetic Therapies

Barbara Mount
*Medical Specialist**
Nationwide Insurance

Irwin Nesoff
Associate Professor of Social Work; Coordinator, Graduate Program in Organizational Leadership
Wheelock College

R. Bradford Newman
*Manager of Learning & Organizational Development**
Jordan's Furniture

Marion Nierintz
*Director of Development, Marketing & PR**
Bay Cove Human Services

Sue Ogle
President
OGLE Training and Consulting

*Last position held

Consultants

Peter Olsberg

Chair of the Advisory Committee
S.D. Malkin Atlantic Partners

Anthony O'Reilly

Chief Ethics Officer
State Street Corporation

Carol Parker

*Engagement and
Development Coordinator**
Photographic Resource Center

William M. Polk

*Headmaster, Teacher of Religion**
Groton School

Jean Preston

Senior Consultant
Tufts Health Plan

Pat Riemitis

Chief Product and Marketing Officer
The Atherton Group

Ron Ryan

*Vice President & CFO**
Haemonetics Corporation

Julie Salganik

Managing Principal
Avance Global Consulting

Alfred Sapienza

*Associate Dean for
Administration**
University of Virginia,
University Library

Meredith Segal

Director of Strategy & Analysis
Match Education

Robert D. Seiler

*Vice President of Marketing and
Business Development**
International Filing Company

Steven Shapse

Senior Psychologist & Principal
Shapse & Associates

Linda Shyavitz

*President & CEO**
Sturdy Memorial Hospital

Himanshu Sharma

Bioinformatics Associate
Partners Personalized Medicine

Sylvia Q. Simmons, Ph.D.

*President**
American Student
Assistance Corporation

Scott Smith

President/CEO
The SC Group

Jerry Socol

Founder & Principal
The Socol Group

Andrew Staniar

Managing Director
A.D. Staniar & Associates

Mike Stauff

*SVP, CFO**
TranSwitch Corporation

Alan Steinert, Jr.

*Chief of Staff**
Executive Office of Health and
Human Services,
Commonwealth of
Massachusetts

Marilyn Stempler

*Partner**
Brown Rudnick, LLP

Edward Sternick

*Medical Physicist-in-Chief,
Professor, & Vice Chair of
the Department of
Radiation Oncology**
Brown University

William Stone

*Senior Account Executive**
Dynatrace Software

Pam Swain

*Deputy Director**
New England Historic
Genealogical Society

Camay Tan

Chief Financial Officer
YMCA of Malden

Ruth Weber

Project Manager, Talent Acquisition
Fidelity Investments

Michael Thompson

*President & CEO**
Venus Wafers

Donna Marie Ticchi

*Assistant Dean for Administration,
School of Science*
Massachusetts Institute of Technology

Matt Weiner

Independent Consultant

Victoria Wicks

*Vice President of External Affairs**
Sanofi-Aventis

Jessica Wolfe

Strategy and Innovation Consultant
VA National Center for PTSD

John V. Woodard

Of Counsel
Dane & Howe, LLP

Regina Workshop

*Private Contractor**
RNW Associates

Andrew Wrobel

*Senior Vice President**
Fidelity Investments

Debra Yanofsky

*Marketing Consultant**
Fidelity Investments

Hungwah Yu, D.B.A.

*Assistant Dean & Director of
National Program Operations**
Lesley University

*Last position held

The ESC Encore Fellowship Program is an innovative way for nonprofits to hire experienced and talented professionals. Fellows serve in interim roles to help build capacity in areas such as marketing, fundraising, human resources, finance, business development, and program development. They are designed to be on-the-ground implementers, able to oversee and execute on a variety of projects.

Claudia Bach
Director, Encore Talent Programs
Education Pioneers

David Guydan
Director, Discovering What's Next Program
ESC of New England

Catherine Kang
Director
Encore Boston Network

Wendy Keenly
Financial Project Manager to Support New Executive Director Transition
Agassiz Baldwin Community

Rory Laughna
Finance and Operations Director
Soccer Without Borders

Michael Mazloff
Interim Director of Business Development
National Institute for Children's Health Quality

Donna Morelle
Director, Encore Fellowship Program
ESC of New England

Jonathan Reuman
Human Resources Consultant
Horizons for Homeless Children



Agassiz Baldwin Community members prepare a nutritious treat.



Attendees enjoy an Agassiz Baldwin Community event.

Photographs courtesy of Agassiz Baldwin Community.

Discovering What's Next

Through Discovering What's Next, ESC provides the opportunity for people to shift their perception about what is possible in the second half of life. The programs share ideas, resources, and a community of peers with people who seek a stronger sense of purpose in their work, engagement in their communities, and balance in their lives.

Programs are typically offered through intermediaries – financial services firms, councils on aging, higher education alumni groups, adult communities, and more – to reach larger audiences and realize greater benefits for people in transition.

Signature offerings:

- **“Discover Your Encore”** encourages participants transitioning from their primary careers to deliver an “encore” performance with a social impact in the nonprofit sector. Through a guided self-discovery process, participants explore their motivations, interests, and competencies, leading to development of personal goals and encore stories.
- **“Thinking Beyond the Money”** provides a framework that connects non-financial considerations and decisions with the financial planning process. It presents participants with a new definition of retirement and a practical model for charting one's future by identifying six key retirement planning priorities.



Agassiz Baldwin Community members converse at a summertime gathering.



Participants engage in Agassiz Baldwin Community's Maud Morgan Arts programming.

Photographs courtesy of Agassiz Baldwin Community.

Contributors

Our sincere thanks to everyone who donated so generously to ESC. Your support leveraged nearly \$2.5 million in donated professional services and helped over 100 nonprofits fulfill their missions to create positive change in our community.

Benefactor (\$5,000+)

John B. Gray
Sarah Lupfer
Hungwah Yu

Partner (\$2,500-\$4,999)

Bruce Enders
Albert Gold
Patricia R. Hurley
Wendy Weiss

Sustainer (\$1,000-\$2,499)

Sandy Batchelder
Ashok Boghani
Doug Dickson
Mariana (Molly) Downer
Kenneth Fischer
William R. Huss
Scott Knous
Barbara A. Michaelsen
Joann Montepare
Peter Olsberg
Miles Robinson
Robert Schneider
Robert P. Shay, Jr.
Michael F. Stauff
Bob Traylor

Sponsor (\$500-\$999)

Michael Byrnes
Edmund B. Cabot
Robert French
George Hanford
Donald Hodgman
Eli Lipcon
Christopher Malone
Marion Nierintz
Susan H. Ogle
Dean E. Ridlon
Ron Ryan
William Schrader

Supporter (\$250-\$499)

Richard Balzer
Karen M. Burns
Bonnie Clendenning

Miner Cray
Diane DeMarco
Neil H. Golden
Louis Grossman
Theresa Hamacher
Carol Ann Hayes
Ellen Heller
Theresa and Charles Hewitt
Arthur R. Hilsinger
Eloise W. Hodges
Charles T. Hutchinson
Marietta Joseph
Gabriele Loebbert
Jonathan B. Lupfer
Bruce L. Margolis
Michael Mazloff
James and Kathleen McKenna
Eugene Mihaly
David Olsberg
Deborah Robbins
Ellsworth Rosen
Robert D. Sadler
Robert D. Seiler
Ralph E. Stuart, Jr.
Victoria Wicks
John V. Woodard
Debra Yanofsky

Friend (\$1-\$249)

Judith Allen
David A. Ames
Sheila Arderly
Marjorie Bauer
Louise I. Borke
Nancy Carlin
Ellen Citron
Sherdena Cofield
John F. Cogan
John Cook
Joel Corman
Barnet Fain
James M. Fitzgibbons
William J. Flynn
Robert Forsberg

Herbert Fox
Dan Fritz
Les Goldstein
David Guydan
Stuart Hamill
Marc Hoffman
Wendy Keenly
Robert M. Keller
Judith Kidd
John Knutson
Dave Kourtz
Rory Laughna
Leonard Lentz
Ray Locke
Hugh MacColl
Rajiv Mallick
Jane Mann
Dorothy W. Marshall
Carolyn Osteen
William M. Polk
Gilbert M. Roddy
Perry C. Smith
Jack C. Smith
Edward S. Sternick
Pamela Swain
Camay Tan
Maureen Tracey
Jane Wolchonok
Robert Zinman

Foundations/Corporations

The Bank of New York Mellon
Bristol County Savings
Charitable Foundation
Caleb Loring, Jr. & Rosemary
M. Loring, 1997 Charitable
Lead Unitrust
Cambridge Community
Foundation
Citizen's Bank MA
ENCORE.org
The Fund for Wellesley
Liberty Mutual Foundation
Middlesex Savings Bank
Nathaniel & Elizabeth P.
Stevens Foundation

Sanders Fund, Inc.
TD Ameritrade
Tech Networks of Boston
Tufts Health Plan
Foundation

Contributors of Goods & Services

Brown Rudnick
Karen M. Burns

Ezra Merrill Legacy Society

Albert Gold
Bayard Henry
Bruce Enders
Bruce Harriman
Dean E. Ridlon
Dorothy & Edmund Marshall
Dozier Gardner
Dr. J. Scott Abercrombie, Jr.
Ellen W. & Hugh F. MacColl
Eloise W. Hodges
Emily Hood
John B. Gray
Judith Allen Ferretti
Lionel Spiro
Marion Nierintz
Michael F. Stauff
Nelson B. Robinson
Robert A. Lawrence
Samuel E. Shaw, II
Thomas D. Bushman
William R. Huss
Anonymous (2)

We have done our best to accurately list our donors. Please accept our sincere apologies for any errors or omissions, and contact the office to help us correct our records. Thank you.

Financial Overview

Unrestricted Revenues and Support	2015	2014
Donated professional services*	\$2,482,743	\$2,390,574
Contributions	\$151,217	\$153,045
Fee income	\$328,150	\$213,825
Satisfaction of program restrictions	\$201,607	\$240,499
Income from spending policy	\$41,818	\$29,649
Total unrestricted revenues and support	\$3,205,535	\$3,027,592

Expenses	2015	2014
Program services	\$2,905,619	\$2,716,822
Management and general	\$234,317	\$223,807
Fundraising	\$63,442	\$75,807
Total expenses	\$3,203,378	\$3,016,436
Changes in unrestricted net assets from operations	\$2,157	\$11,156

Other unrestricted revenues (expenses)	2015	2014
Change in unrestricted net assets	\$2,226	\$11,188
Change in temporarily restricted net assets	(\$164,018)	\$20,270
Change in permanently restricted net assets	\$48,908	\$504,391
Total change in net assets	(\$112,884)	\$535,849
Net assets, beginning of year	\$1,668,243	\$1,132,394
Net assets, end of year	\$1,555,359	\$1,668,243

*Donated Professional Services represents volunteer consultant hours, valued at a rate of \$175 per hour in FY 2015.

Our Team

BOARD OF DIRECTORS

William R. Huss, Ph.D., Chair
Adjunct Professor
Babson College

Miles Robinson, Vice Chair
Principal & Founder
Consenta

Kenneth Fischer, Treasurer
Independent Consultant
KMF Consulting Services

Joann Montepare, Ph.D., Secretary
Director, Fuss Center
Lasell College

Carlos Bernal
Principal
Bernal Marketing Communications

Ashok Boghani
*Consultant**
Monitor Group

Bonnie Clendenning
*President and Trustee**
School for Field Studies

Molly Downer
Managing Director
First Republic Bank

Doug Dickson
*Vice President**
New Directions, Inc.

Marc Hoffman
*Executive Director**
Consortium for Energy Efficiency

Patricia Hurley
Senior VP & Deputy
General Counsel
Fidelity Investments, Inc.

Andy Littleford, CLU, ChFC
AVP, Sales and Distribution
John Hancock Insurance

Barbara Michaelson
Director, Customer Retention
Santander Bank

Wendy A. Weiss
President
Hot Flash Financial

ADVISORY BOARD

William J. Allen
Assistant Professor of Public Policy
Brown University

Joel Aronson, CPA
Vice President
Alexander, Aronson, Finning & Co.

Jeffrey Bayard
Vice President, Healthcare
and Not-for-Profit Group
TD Bank

Barbara Breen, CPA
Director, Non-Profit Client Initiatives
Accounting Management
Solutions, Inc.

Barry Dym, Ph.D.
Executive Director, Institute for
Nonprofit Management &
Leadership
BU School of Management

Andrew Graff
President & CEO
Allen & Gerritsen

M. David Lee, FAIA
Vice President
Stull and Lee Inc.
Architects & Planners

John Linehan
President & CEO
Zoo New England

Carolyn M. Osteen
*Attorney**
Ropes & Gray, LLP

Kenneth R. Rossano
Consultant
Korn/Ferry International

Laura F. Pedrick
Marketing Director
Partridge Snow & Hahn

Stuart H. Sadick
Partner
Heidrick & Struggles

Laura Swanson
Chief Operating Officer
Enterprise Center at
Salem State College

STAFF

Bethany B. Kendall
President & CEO
(Through September 2015)

Julie Crockford
Executive Director
(January 2016)

Ulea Lago
Director of Consulting

Donna Morelle
Director, Encore
Fellowship Program

David Guydan
Director, Discovering
What's Next Program

Elizabeth Donnelly
Consulting Services Coordinator
(Through November 2015)

Rachel Birkenthal
Program and Marketing
Coordinator
(January 2016)

Joshua Kruskal
Assistant to the
Executive Director

*Last position held

**176 Federal Street
Boston, MA 02110
(MA) 617-357-5550
(RI) 401-783-3141**

**escne.org
info@escne.org
Facebook.com/ESCNE
Twitter.com/ESCNE**



ESC of New England
Consulting and Capacity Building
for Nonprofits