



EMPOWER SUCCESS CORPS

ANNUAL REPORT 2018

A YEAR OF ACCOMPLISHMENTS



617.357.5550



www.empowersuccesscorps.org



176 Federal Street, Boston, MA



info@empowersuccesscorps.org

LETTER FROM THE BOARD CHAIR AND PRESIDENT

Growth. This word captures the essence of ESC's FY18. After joining forces with Executive Service Corps of Northern New England over the summer, we have broadened our horizons (literally and figuratively) to serve nonprofits in New Hampshire, Maine and Vermont. The acquisition has allowed us to pool resources, expand services and most importantly, help nonprofits across all of New England operate more effectively to meet the needs of their communities.

While our reach and impact is growing, so is our organization. Most recently, we welcomed Miles Robinson in the role of vice president. Miles leads consulting engagements, operations and client relations. In addition, we added four new part-time staff to support the ESC family. Katherine Cruise, our director of communications, leads the charge on ensuring that ESC is no longer a "best kept secret." Lynn Post, director of our northern New England office, expands our reach among nonprofits to the north and recruits consultants while carefully matching them with clients in order to maximize their success. Mary Tafuri Ross, our outreach manager, applies her knowledge of the sector to grow both our client base and cadre of consultants and fellows in Rhode Island and Massachusetts. And finally, Willia Cooper, our Transition Navigator coordinator, oversees the pilot of a new ESC Discovery program in partnership with Councils on Aging, the Discovery Centers for Civic Engagement (see the details in our Discovery update).

But this growth is only possible because of you—our core supporters. We'd like to thank our nonprofit clients working on the front lines, our devoted and passionate consultants and fellows, our dedicated Board of Directors, and our generous and thoughtful donors, for your commitment to enhancing the impact of nonprofit organizations throughout New England.

We look forward to staying in touch with you about our progress.

With gratitude,

Bonnie Clendenning, Board Chair

Julie Crockford, President

8
1
0
2



Who We Serve

Each nonprofit, school or government organization we work with is unique. Our clients range from a large, national patient advocacy organization to a small nonprofit that mentors and empowers the next generation of Latina leaders. Through four main programs, ESC helps nonprofits reach their full potential and maximize their impact in the community.

Access Framingham Television C I
 Agassiz Baldwin Community/Living Well Network C
 AIDS Action Committee F
 Amesbury Council on Aging D
 Beantown Jewish Gardens I
 Belmont World Film I
 Black Heritage Trail of New Hampshire C
 Boston Jewish Film C
 Boston Renaissance Charter Public School C
 Boston Tax Help Coalition C
 Boston Women's Fund I
 Bostonian Society I
 Boys & Girls Clubs of Boston C
 Bridge House C
 Bridgton Historical Society C
 BAMSI C
 Cambridge Family and Children's Service F
 Cambridge Nonprofit Coalition C
 Centinel Financial Group D
 Chica Project C I
 Children's Friend, Inc. C
 Community Action, Inc. F
 Community Systems, Inc. C
 Congregation Beth Israel of the Merrimack Valley C
 CoreNet Global New England Chapter C
 Crotched Mountain Foundation F
 Dartmouth Council on Aging D
 Duxbury Council on Aging D
 Egan Maritime Institute I
 Eliot School of Fine & Applied Arts I
 Encore Boston Network F
 English for New Bostonians C I
 Explo C
 Facing History and Ourselves C
 Family & Children's Service of Greater Lynn C F I
 Family Continuity C I
 Family Nurturing Center C
 Father Bill's & MainSpring C
 Featherstone Center for the Arts C
 First Literacy C
 Foodicine Health C I
 Framingham Council on Aging D
 Friends of the Middlesex Fells F
 Friends of Worcester's Senior Center F
 Granada House C
 Greater Medford VNCH I
 Habitat for Humanity-MetroWest/Greater Worcester F
 Housing Families, Inc. C I
 Improbable Players I
 In-Sight Photography Project C
 Interise F
 Little Brothers - Friends of the Elderly I
 Living Independently Forever, Inc. C
 Maine Association of Nonprofits C
 Margaret Fuller Neighborhood House I
 Mass Audubon F

► By Sector



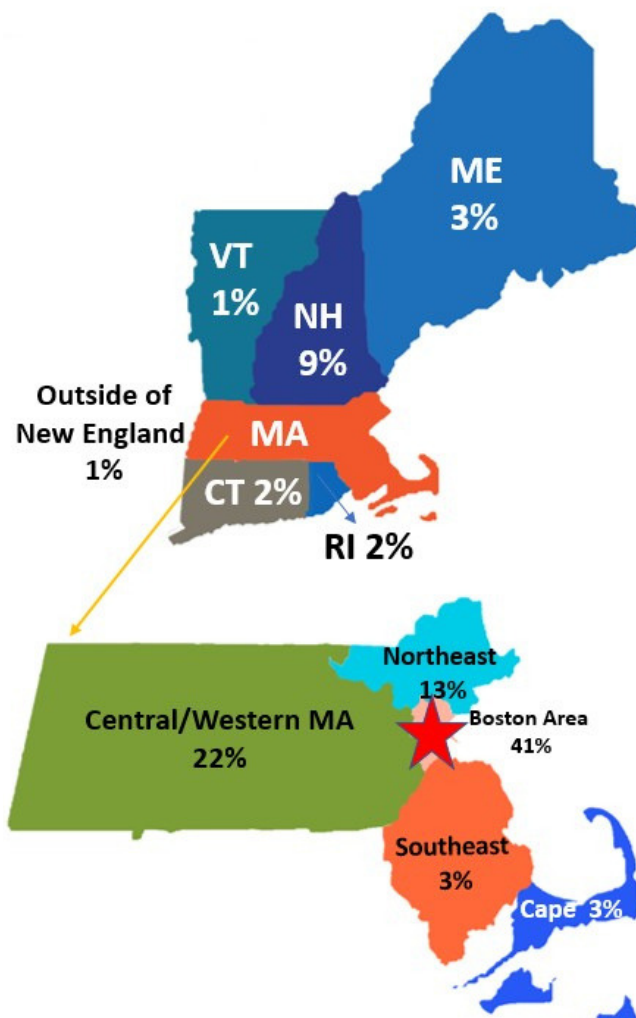
Mass Farmers Markets C
 Massachusetts Advocates for Children C
 Massachusetts Councils on Aging D
 Massmouth C
 Match Industry Museum C
 Massachusetts Association of Teachers of
 Speakers of Other Languages I
 Maverick Landing Community Services C
 METCO C
 Mindfulness Program C
 Monadnock Buy Local C
 More Than Words C
 Mount Pleasant Home I
 Museum of African American History F
 Mystic & Noank Library C
 Nashua Soup Kitchen and Shelter, Inc. F
 National Bureau of Economic Research C
 National Organization for Rare Disorders C
 New Hampshire Center for Nonprofits F
 New Hampshire Library Trustees Association C
 Norcross Wildlife Foundation C
 North Kingstown Free Library C
 Open Table C
 Pathways for Change F
 Patton Homestead & Archive C
 Photographic Resource Center C
 Physician Health Services, Inc. C F
 Piers Park Sailing Center C I
 Playworks New England F
 Progeria Research Foundation I
 Quincy Asian Resources, Inc. F
 Rhode Island Library Association C
 Rockingham Nutrition and Meals on Wheels C
 Roxbury Multi-Service Center, Inc. I
 School the World I
 Seaport TMA C
 South Africa Partners I
 Squam Lakes Natural Science Center C
 Steps to Success I
 Strongwater Farm Therapeutic Equestrian Center C
 Temple Emanuel C
 The Art Connection F
 The Global Institute for the Arts and Leadership F
 The Midas Collaborative C
 The Hanover Theatre for the Performing Arts C
 The Lawrence and Lillian Solomon Foundation C
 The TJX Companies, Inc. D
 Transformative Culture Project C
 Triangle, Inc. C
 Tutoring Plus of Cambridge C
 United Leukodystrophy Foundation C
 United South End Settlements C
 Urban Farming Institute of Boston I
 Urban Guild, Inc. C
 Victim Rights Law Center I
 Walker C
 Wellesley Council on Aging D
 White Horse Addiction Center, Inc. C
 Worcester Art Museum C
 EcoTarium F
 York Public Library C F
 Zoo New England/Grassroots Wildlife Conservation C

C = ESC Consulting
 F = ESC Fellowships
 I = ESC Institute
 D = ESC Discovery

By Budget



By Locale





ESC Consulting

Strategy and planning for nonprofits

ESC Consulting provides customized, collaborative and caring support to nonprofits throughout Massachusetts, Rhode Island, New Hampshire, Maine and Vermont. In FY18 clients ranged from an addiction center in New Hampshire needing a long range plan to help address the opioid crisis in the state, to a nonprofit rebranding their marketing materials for their annual film festival, to a human services organization on Cape Cod needing guidance to build a development program that supports the organization's objectives. ESC's work has impacted hundreds of thousands of people and continues to be a resource to nonprofits facing an opportunity or challenge.

Consultants

Ruth Aaron
*Vice President**
Scheur Management Group

Christine Abrams
*Senior Director of Sales, Americas and Australia**
IGT Corporation

Francine Achbar
*Executive Director**
New Center for Arts and Culture

Judy Allen
*National Programs Consultant**
The Education Resources Institute

Vicki Amalfitano
Instructor
Harvard University
School of Public Health

David Ames
*Priest**
Episcopal Diocese of Rhode Island

Craig Anderson
*Senior Minister**
Brookside Community Church UCC,
Brookside, NJ

Susan Angevin
*Executive Director**
Weir Farm Art Center

Paul Arruda
*CEO**
Parker Island Growth Strategy Advisors

Charles Arsenault
*Director of Engineering**
Dell EMC

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

Rita Badami
*Leader – Global Employee Stock
Purchase Plan, Insurance and
Education and Family Services,
Products Team**
General Electric Company

Sharyn Bahn
*Major Gifts Officer**
Phillips Academy

Peter Baker
*Head of Solution and Segment
Marketing*
Phillips

Samuel L. Batchelder Jr.
*Partner**
Goodwin Procter LLP

Marjorie Bauer
*Senior Vice President of Market
Research**
Fidelity Investments

Bruce Berzin
*President**
Habitat for Humanity of Coastal
Fairfield County

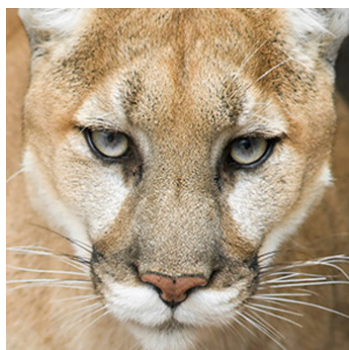
Gregory Betley
*Chief Information Officer**
St. Mary's Center for Women &
Children

John Blakeney
*Vice President of Finance**
Atlantic Plywood

Ashok Boghani, Ph.D.
*Associate Partner, Monitor
Innovation*
The Monitor Group

Frank Bond
*Founder, President, Director**
Bond & Co.

**Last position held*



Squam Lakes Natural Science Center



Tutoring Plus of Cambridge



Maverick Landing Community Services

Louise Borke
Consultant and Faculty Member*
The Risk Management Association

Lee Bruder
Organizational Consultant, Founder
Lee Bruder Associates

Susan Bryant
Senior Director of Development and
Community Relations*
New London Hospital

Sheila Buckley
Vice President Commercial Product
Management and Medicare Markets
Blue Cross Blue Shield of
Massachusetts

Irving Burday
Director of Information Technology
Father Bill's & MainSpring

Sue Burk
Principal
Top Five to Seven LLC

Harold Burns
Engineer, Program Manager*
Raytheon Company

Michael W. Byrnes Jr.
President and Consultant
Byrnes Consulting

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

Ellen Carpenter
Assistant Dean Human Resources*
Harvard Graduate School of Education

John Carpenter
Independent Consultant

Jay L. Carty
Senior Consultant
Greeley Communications

Thomas Casey
Managing Principal
Discussion Partner Collaborative

Patricia Chadwick
Senior Vice President of Concessions
and New Business Development*
Bloomingdale's

Hollis Chase
President and Founder
Chase & Associates

Marianne Clarke
Senior Director*
Battelle Technology Partnership
Practice

Cassandra Clay
Clinical Professor Emeritus
Boston University School of Social Work

Bonnie Clendenning
President and 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

Willia Cooper
Instructional Designer Staples University*
Staples Inc.

Michael R. Daily
Executive Director*
Executive Service Corps of Northern
New England

Gabe d'Annunzio
Partner
O'Sullivan Communications

Jaidev Dasgupta
Chief Scientific Officer*
Teranode, Inc.

Gregg Davey
Principal
Rivermore Asset Management

Diane DeMarco
Owner
Consultants for Institutional
Advancement

Mary Ellen DeWinter
Business Unit Manager*
Goodwin Proctor LLP

Chris Deziel
Partner/Attorney*
Vishnick McGovern Milizio LLP.

Janice Dolnick
Co-Founder/Principal*
CX Strategy Partners

Debra Daroni
Principal
Debra Daroni Leadership Partners LLC

Paul Duffy
Principal
Compass Eight

David Ebenezer
Consultant
Oxford Global Resources

Chelinde Edouard
SVP & Chief Underwriting Officer*
Blue Cross and Blue Shield of
Massachusetts

David Ellis
President and Director*
Museum of Science, Boston

Marion Estienne
Principal
3sixtyglobal

DiJon R Fasoli (Dee)
Commander*
Nurse Corps, US Naval Reserves

Martha Sloan Felch
VP, Senior Relationship Manager,
Commercial Banking*
Blue Hills Bank

Orna Feldman
Principal
Feldman Communications

John Ferrell
President and CEO*
YMCA of Greater Boston

Kenneth Fischer
Principal
KMF Consulting Services

Robert Flaherty
Vice President Nonprofit Business Unit
Salesforce.org North America

Maggie Ford
Principal*
Ford Consulting

Howard Glassman
Consultant Principal
BizDevEdge

Andrew Goldberg
Development and Program Management
Consultant

Neil H. Golden
Vice President*
ADE Corporation

Les Goldstein
Chief Executive Officer*
Ascentis Corporation

Jenny Goudreau
Faculty*
Merrimack College Girard School of
Business

Louis Grossman
President and Treasurer
Grossman Companies Inc.

Sandi Gubin
Independent Consultant

David Guydan
Managing Director*
Perago Consulting

Ed Haddad
Vice President of Intellectual Property*
New Balance Athletic Shoe Inc.

Ron Halpern
President and Chief Operating Officer*
Deutsche Bank Berkshire Mortgage

*Last position held

Anne Comstock Halvorsen
Senior VP and Director*
Fantastic Sams Franchise Corp

Stuart Hamill
Senior Project Manager
S&S Pharma Consult

Donald Harbert
General Manager*
Intel Corporation

Eugene Harris
Controller*
Liberty Mutual

Carol Ann Hayes
Director*
Reed & Barton

Sue Heilman
Executive Director*
Horizons for Homeless Children

Ellen Heller
President*
Ellen Heller Executive Search

Charles Hewitt
Executive Vice President*
BMS Intermediaries

Anne Higgins
Manager*
PricewaterhouseCoopers

Kristy L. Hiller
Human Resources Manager
Tree Care Industry Association

Don Hodgman
Senior Vice President*
State Street Corporation

Marc Hoffman
Executive Director*
Consortium for Energy Efficiency

Erika Hoffman-Kiess
Business and Economic Development
Consultant
ACDI/VOCA (Bangladesh), JOBS Trust
(Pakistan)

Will Hughsted
Vice President Finance Health Care Systems
Division*
Sodexo

Steve Hurley
Managing Director
Solutions Insights, Inc

William R. Huss Ph.D.
Adjunct Professor, Babson College
SVP & COO, Kema-Xenergy*

Lorraine Hynes
Purchasing Agent*
State of Rhode Island

Andre Jasse
Chairman and CEO*
Brown Rudnick

Carol Johnson
VP Finance*
Aternity, Inc.

Jerry Johnson
Principal
JLJ Consulting

Marietta B. Joseph
Vice President*
MassDevelopment

Sheila J. Kabat
Director of Human Resource & Organizational
Development Services
Career Management Associates

Helen Kadish
Director of Development*
New Center for Arts and Culture

Lisbeth Kamborian
Development Consultant
LNK Associates

Constance Kane
Executive Director, Relational Diplomacy
Institute

Ellen Kanner
Director of Development, Jewish Women's
Archive

Amy Katz
Executive Director*
Partnership for Excellence in Jewish Education

John Keller
Senior Director of Software Development*
Teradyne

Greg Kenney
Vice President, Major Projects Group*
Enbridge Energy

Imran Khalid-Khan
Vice President - Capital Planning
Fidelity Investment-Corporate Treasury

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

Dave Kourtz
Principal
HR-ROI Solutions LLC

Pat Kreger
Director of External Affairs*
Massachusetts Eye and Ear

Phil Kuehne
Global Vice President of Finance for
EMC Services*
Dell

Claire Schroeder Larrabee
President/Owner
Writenet LLC Consulting Services

Rory Laughna
President*
BTMU Capital Corporation

Margaret Lawrence
Associate Editor*
Strategic Direction Publishers Ltd

Jeffrey Lewis
Executive Director*
Brattleboro Development Credit
Corporation.

Eli Lipcon
Vice President of Sales General Business
Services*
Bell Atlantic

Gabriele Loebbert
Vice President Product Marketing*
Thomson Compumark

James Lomastro
Consultant*
Larchmeadow Associates

Julie Mairano
Executive Director*
Cornelia de Lange Syndrome Foundation

Jane Mann
Senior Marketing Programs Manager Global
Accounts*
Hitachi Data Systems

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

R. William Mason
Founder*
Boston ENT Associates

Terry A. Maugeri
Technical/Compliance Training Manager*
Brookhaven National Laboratory

Michael Mazloff
Director Special Projects*
Justice Resource Institute

Robert Mazzone
Executive Director*
Amesbury and Merrimac Housing Authorities

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

W. James McKay
Retired Chaplain and Lawyer
RI Hospital and Adler Pollock & Sheehan
respectively

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

Michael Milczarek
Treasurer and Chief Financial Officer*
May Institute Inc.

Carol Ann Moore
Education Program Manager/ Researcher
croyLEARN

Donna Morelle
Superintendent*
Cumberland Public Schools

*Last position held

Marianne Mortara
Talent Management Director*
Shire Human Genetic Therapies

William Mrachek
Vice President of Human Resources
Anika Therapeutics

Pam Musk
Consultant
Southeastern Massachusetts Pine Barrens
Association

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

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

Mary Anne North
Founder and President
Polaris Management Inc.

Sue Ogle
President
OGLE Training and Consulting

Rita Pandey
Assistant Director*
Harvard Secondary School Program

Thomas Parish
Co-Founder
Strategic Vehicle Partners

Carol Parker
Engagement and Development Coordinator*
Photographic Resource Center

Marisa Paterson
Partner and Co-Founder
Westerson Partners

Lynn Post
President
The Post Group, Inc.

Miles Robinson
Founding Partner & COO*
Cosenta, LLC

Tom Roose
Director Marketing and Business
Development*
Hewlett-Packard Financial Services
Corporation

Mary Tafuri Ross
Director*
PricewaterhouseCoopers

Ron Ryan
Vice President and Chief Financial Officer*
Haemonetics Corporation

Robert Samoluk
Director Human Resources Finance and
Risk & Compliance*
The Bank of New York Mellon

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

Susan Schiro
Consultant
SFS Consulting

Melissa Scialfa
Vice President, Talent Management
Solutions*
ADP

Anthony Sciarra
Director Sales and Customer Support
Services*
Railex, LLC

Robert D. Seiler
Vice President of Marketing and Business
Development*
International Filing Company

Steven Shapse
Senior Psychologist and Principal
Shapse & Associates

Linda Shyavitz
President and CEO*
Sturdy Memorial Hospital

Sylvia Q. Simmons Ph.D.
President*
American Student Assistance Corporation

Haley Skulborstad
Senior Advisor HR Analytics
CVS Health

C. Jeffrey Smith
Vice President, Group Finance*
Misys PLC

Scott Smith
President/CEO
The SC Group

Steve Smith
Graduate Adjunct Lecturer, Nonprofit
Management
Northeastern University

Paul Smock
Biotechnology Quality & Technical
Consultant
Meridian Biogroup

Michael Snyder
Director, Logistics Readiness
Hanscom, Air Force Base

Sam Solomon
Principal
Solomon Associates

Andrew Staniar
Managing Director
A.D. Staniar & Associates

Michael Stauff
Senior Vice President & Chief Financial
Officer*
TranSwitch Corporation

Mark Streifer
Managing Director*
Allegis Partners

Alan Steinert Jr.
Chief of Staff*
Executive Office of Health and Human
Services Commonwealth of Massachusetts

Marilyn Stempler
Partner*
Brown Rudnick

Pam Swain
Deputy Director*
New England Historic Genealogical Society

George Swope
Interim Head of School*
Covenant Preparatory School

Michael Thompson
President and CEO*
Venus Wafers

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

Richard van Bergen
CFO/Expense Controller, Operations and
Technology Division*
Citigroup/CitiBank

Christopher D. Van Curan
Adjunct Faculty Member
New England School of Acupuncture

John Wallace
Managing Account Director*
Axiom Corporation

Susan Warren
Consultant, Art and Medicine Program
Boston University

Victoria Wicks
Vice President of External Affairs*
Sanofi-Aventis

John Woodard
Of Counsel
Dane & Howe LLP

Regina Workshop
Private Contractor*
RNW Associates

Debra Yanofsky
Marketing Consultant*
Fidelity Investments

Hungwah Yu D.B.A.
Assistant Dean and Director of National
Program Operations*
Lesley University

Mike Zerigian
Supply Chain Consultant
MMZ Supply Chain Consulting

Mark Zuroff
President
CFO Consulting Group

*Last position held

client spotlight

ROCKINGHAM NUTRITION MEALS ON WHEELS

Rockingham Nutrition and Meals on Wheels (RNMOW) provides nutritious meals and beneficial support services to older and disabled residents of Rockingham County, New Hampshire. The services provided help community members maintain healthy, independent lives.

The organization serves approximately 3,000 clients a year through lunch centers throughout the county, home delivery services and transportation services. RNMOW also works with the families of clients as they are often the direct point of contact for food recipients.

RNMOW contacted ESC to help the organization develop new branding and messaging to better reflect their broader goals and change the perception that the organization simply delivers food to the needy.

ESC matched RNMOW with Claire Larrabee, a consultant with over 25 years of experience in marketing and technical writing.

Ms. Larrabee analyzed the problem through extensive discussions with the RNMOW

"Working with ESC consultant Claire Larrabee was refreshing and productive. She worked both independently, and collaboratively with us to produce a report that we could use to take our marketing to the next step. It was very synergistic and productive work."

-Debra Perou, RNMOW Executive Director



main office staff, review of all their existing communication vehicles and site visits to multiple lunch centers to interview lunch center staff, lunch center clients and drivers who deliver meals to home-bound clients.

The outcome of the project was a client branding and marketing strategy report which offered detailed branding and messaging recommendations including: targeted and consistent client communications; messaging to a new potential client segment; revamping the website; revising and expanding print marketing materials; launching a public relations campaign to promote special activities at the lunch centers; increasing the use of social media; and increasing distribution of marketing materials at relevant locations.

RNMOW has been incorporating the branding and messaging recommendations into their communications with donors and clients. As a follow-on project, they engaged ESC to identify website design firms and obtain cost estimates to help them move forward in developing a new website.



ESC Fellowships

Interim and transitional roles

ESC Encore Fellowships are an innovative way for nonprofits to hire experienced and talented professionals. Our Fellows help build capacity through high-impact, time-limited roles in areas such as management, operations, marketing, fundraising, human resources, finance, business development and program development. Fellowships provide the talent that nonprofits need to successfully implement critical initiatives.

With the growth of fellowships opportunities this past year and ESC's expansion into northern New England, our Fellows have served communities in Massachusetts, Rhode Island and New Hampshire.

Charlene Allen
Talent Management Fellow
Interise

Ann Barysh
Gen2Gen Playworks Fellow
Playworks New England

Martha Bednarz
Development Manager
Interise

John Belchers
Project Manager
Interise

Gregory Betley
Business Analyst / Project Manager
Community Action, Inc.

Victor Calderon
Volunteer Engagement Coordinator
Pathways for Change

Thomas Chan
Information Technology Coordinator
Nashua Soup Kitchen and Shelter, Inc.

Hollis Chase
Executive Fellow
The Art Connection

Willia Cooper
Transition Navigator Coordinator,
ESC Discovery
Empower Success Corps

Ellen Couture
Data System Integration Analyst
AIDS Action Committee

Jaidev Dasgupta
Project Developer
Physician Health Services, Inc.

Tamara Davis
Data Processing and Reporting Fellow
Pregnancy Care Center

Diane DeMarco
Director, 25th Anniversary
Cambridge Family and Children's Service

Michael Etzel
Senior IT Support Specialist
Crotched Mountain Foundation

Jeffrey Ghannam
Leadership Coach and Trainer
NH Center for Nonprofits

David Guydan
Director of ESC Discovery
Empower Success Corps

Sandra Lipson
Director of Partnerships
Encore Boston Network

Helen Lozoraitis
Programming and Data Management
Assistant
Mass Audubon

Michael Mazloff
Cohort Manager, ESC Fellowships
Empower Success Corps

Keith McCrone
Information Technology Management
EcoTarium

Michael McWilliams
Executive Director
The Global Institute for the Arts and Leadership

Donna Morelle
Director of ESC Fellowships
Empower Success Corps

Ron Morin
Interim Executive Director
Friends of the Middlesex Fells

Mary Tafuri Ross
Outreach Manager
Empower Success Corps

Robert Samoluk
Human Resources Manager
Quincy Asian Resources Inc

Donald Slaughter
Transportation Research & Development
Consultant
Friends of Worcester's Senior Center

Gary Trimby
ReStore Build Out Project Manager
Habitat for Humanity-MetroWest/ Greater Worcester

Leon Wilson
Director, Strategic Advisor Fellow
Museum of African American History

Richard Walters
Information Security Specialist
Children's Friend, Inc.



Mass Audubon



The Global Institute for the Arts and Leadership



Cambridge Family and Children's Service

ESC Institute

Leadership training, mentoring and coaching

For more than three decades, ESC has provided professional development programs to help nonprofits build confidence in the work they do.

ESC hosts workshops on a variety of topics to meet the needs of nonprofits. Program participants learn from experts who share the most relevant up-to-date knowledge and skills. Each interactive program combines best practices and real-world experiences.

This past year, ESC ran a highly successful workshop, "How to Create Distinctive and Meaningful Brand Messages," with more than 50 local nonprofits in attendance.



Launched in 2016, the Nonprofit Executive RoundTable (NET) continues to grow and thrive. By providing a confidential forum, nonprofit chief executives can share challenges and get real-time constructive feedback from smart, connected leaders who understand the unique challenges of the job. With three cohorts in FY18, NET has created a safe environment for leaders from over 30 nonprofits to learn, grow and ultimately enhance the nonprofit sector.

ESC Discovery

Changing how we think about what's possible in the second half of life

After building careers and/or raising families, many people at midlife are asking, "What's next?" No longer content with simply "retiring," people want to discover ways to live a meaningful life full of possibility.

ESC Discovery offers ideas, resources and a peer support system to help people explore how to turn prior work or volunteer experience into social impact in the encore stage of life.



At the end of FY18, ESC Discovery launched a pilot program based on the past work done and seminars presented at Councils on Aging (COAs). The new ESC Discovery Centers are designed to help people – aged 55 and older – find a stronger purpose in their work, engagement in their communities and balance in their lives. Five COAs in eastern Massachusetts – Amesbury, Dartmouth, Duxbury, Framingham and Wellesley – will provide peer coaching to help "younger" older adults engage with nonprofits, government agencies and other organizations in an effort to apply their skills and experience in social purpose work. In addition to peer coaching provided by ESC-trained Transition Navigators, the Centers will also provide resources and other support such as a Discovery Toolkit which lists volunteer opportunities in their communities as well as seminars and eBooks.



Organizational Highlights

Miles Robinson Appointed Vice President



While 2018 was a year of growth for ESC, it was also a year of transition. After serving as director of consulting for seven years, Ulea Grace Lago left to join a new nonprofit, the Mistletoe Foundation. Miles Robinson, who served as an ESC volunteer consultant, board member and vice chairman of the board of directors of ESC for the last two years, stepped into the role of vice president in February of 2019. Throughout his impressive career, Robinson has held numerous consulting leadership positions, including roles at Bearing Point, Edgewater Technology, Inc. and most recently as the co-founder and senior managing partner at Cosenta LLC. In addition to his service in the private sector, he served in analyst and project coordination roles for both the Maryland Higher Education Commission and Morgan State University. Miles has a B.A. degree in political science from the University of Massachusetts, Amherst and a M.S. degree in public policy from American University. He has a passion for public service and providing better access to underprivileged communities through both the development of improved public policy and community services.

Expansion into Northern New England

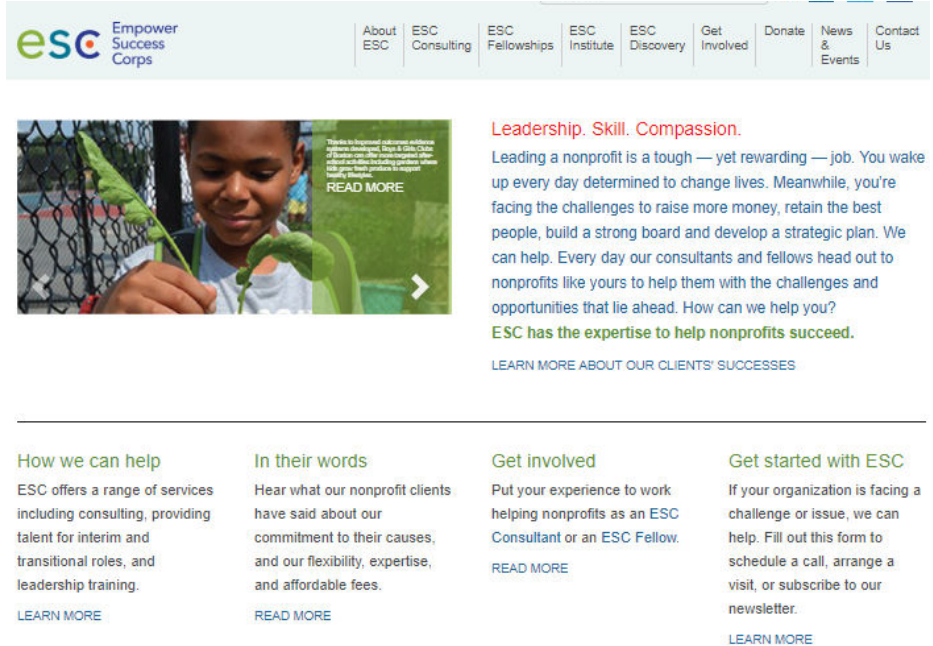
In the summer of 2018, Empower Success Corps and Executive Service Corps of Northern New England joined forces to offer an expanded array of program services to nonprofits in New Hampshire, Maine and Vermont. The acquisition has been an exciting opportunity for strategic growth. As a result, ESC has pooled resources and expanded services in an effort to help nonprofits across all of New England operate more effectively to meet the needs of their communities. ESC also benefits from the contributions of two new board members who had previously served on the board of the Northern New England ESC, David Ellis and Maggie Ford.



The Ausbon Sargent Land Preservation Trust, New London, NH

35 Years of Helping Nonprofits Succeed

At the start of our fiscal year, ESC marked its 35th anniversary with a new name, logo, tagline and website. Our logo and program names (ESC Consulting, ESC Fellowships, ESC Institute, ESC Discovery) encompass the breadth of the services today's ESC provides, along with a more simplified way to refer to each of the programs. The tagline ("Expertise to help nonprofits succeed") emphasizes our key areas of differentiation: the quality of our talent and our focus on helping clients succeed, do more and have a significant impact on their communities.



The screenshot shows the ESC website with the following elements:

- Logo:** ESC Empower Success Corps
- Navigation Menu:** About ESC, ESC Consulting, ESC Fellowships, ESC Institute, ESC Discovery, Get Involved, Donate, News & Events, Contact Us
- Hero Image:** A young girl holding a green plant, with a "READ MORE" button.
- Key Message:** "Leadership. Skill. Compassion." followed by a paragraph about the challenges of leading a nonprofit and the role of ESC.
- Call to Action:** "ESC has the expertise to help nonprofits succeed." and "LEARN MORE ABOUT OUR CLIENTS' SUCCESSSES"
- Four Columns of Services:**
 - How we can help:** ESC offers a range of services including consulting, providing talent for interim and transitional roles, and leadership training. [LEARN MORE](#)
 - In their words:** Hear what our nonprofit clients have said about our commitment to their causes, and our flexibility, expertise, and affordable fees. [READ MORE](#)
 - Get involved:** Put your experience to work helping nonprofits as an ESC Consultant or an ESC Fellow. [READ MORE](#)
 - Get started with ESC:** If your organization is facing a challenge or issue, we can help. Fill out this form to schedule a call, arrange a visit, or subscribe to our newsletter. [LEARN MORE](#)



In honor of the occasion, ESC hosted an anniversary party at the Larz Anderson Auto Museum in Brookline, MA. Julie Crockford kicked off the evening by welcoming attendees. "We're happy to be here tonight to celebrate this milestone but we couldn't do this without the hard work and dedication of our incredibly brilliant consultants and fellows," said Crockford. One of the highlights of the evening was the premiere of four videos featuring recent clients describing the positive impact of their work with ESC.

ESC awarded its first ever Corporate Citizenship Award to *The Boston Globe*. Accepting the honor was Brian McGrory, an award-winning metro columnist and editor-in-chief of *The Globe* (pictured right).

In addition to the support of past and present clients, consultants, fellows and friends who attended the event, we thank the Caleb Loring, Jr. and Rosemary M. Loring 1997 Charitable Lead Unitrust and State Street Bank for their support.



Celebration of Service

ESC hosted a Celebration of Service luncheon in May of 2018 where more than 70 volunteers, community leaders and business members attended. Marolí Licardié, M.Ed. (*pictured below*), Executive Director of Family & Children's Service of Lynn, gave an impassioned keynote highlighting the important role ESC plays in strengthening nonprofits like hers so they may better address the needs of vulnerable immigrant populations in our communities.



While the event was an opportunity to show appreciation and gratitude for all those who give their time and talent to ESC, three special awards were presented. The Caleb Loring, Jr. Award for Consulting Excellence was presented to Judith Kidd (*pictured below, left*) for her work as the lead governance trainer as well as the key role she played in launching ESC's Nonprofit Executive RoundTable.



Marion Nierintz was presented the Ezra Merrill Founder's Award for her work with ESC Discovery, a program that changes how we think about what's possible in the second half of life (*pictured above: David Guydan, Bonnie Clendenning, Marion and Julie Crockford*).



The Edmund V. Marshall Outstanding Project of the Year award was presented to Andre Jasse, Marilyn Stempler and Ron Ryan (*pictured above with Ulea Lago and Julie Crockford*) for their work with the "I Have A Dream" Foundation.

In addition to the awards for consulting, all consultants were thanked for their dedication and service and 25 Encore Fellows were recognized for their work in the nonprofit community.



Contributors

It is with sincere gratitude that we thank all those who generously contributed to help us further our mission of enabling nonprofits to meet the needs of the communities they serve. The contributions below reflect fiscal year 2018.

Benefactor (\$5,000+)

Bonnie Clendenning
Patricia Hurley

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

Linda Vacovec

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

Francine Achbar
Sandy Batchelder
Ashok Boghani
Michael Byrnes
John and Marie Dacey
Gabe d'Annunzio
Doug Dickson
Mariana (Molly) Downer
David Ellis
Kenneth Fischer
Neil Golden
Louis Grossman
William R. Huss
Imran Khalid-Khan
Barbara Michaelson
Miles Robinson
Robert Schneider
Michael F. Stauff

Sponsor (\$500-\$999)

John Belchers
Tom Casey
Julie Crockford
Diane DeMarco
Dozier Gardner
Donald Hodgman
Andre Jasse
Eli Lipcon
Jon Lufper and Susan Berseth
Julie and Frank Mairano
Michael and Judy Manzo
Ellen Masalsky
Brad Newman
Susan Ogle
Ron Ryan
Bill Schrader
Ralph E. Stuart, Jr.

Supporter (\$250-\$499)

John Blakeney
Mike Byrnes
John and Ellen Carpenter
Patricia Chadwick
Les Goldstein
David Guydan
Donald Harbert
Stuart (Skip) Hamill
Ellen Heller
Charles Hewitt
Marc Hoffman
Pat Kreger
Gabriele Loebbert
Bruce Margolis
Eugene (Gene) Mihaly

Marion Nierintz
Peter Olsberg
Smith Perry
Ellsworth (Al) Rosen
Robert D. Seiler
Victoria Wicks
John Woodard
Debra Yanofsky

Friend (\$1-\$249)

Charles and Rita Alesi
Charles Arsenault
Claudia Bach
Rita Badami
Sharyn Bahn
James Barrow
Marjorie Bauer
Jeffrey Bayard
Gregory Betley
Louise Borke
Irving Burday
Nancy Carlin
Jay Carty
Mark Chadbourne
Sherdena Cofield
Adele Daley
Donna Davis
Robert Donaldson
Paul Duffy
Judith Allen Ferretti
Maggie Ford
Sarah Freeman
Nikhil Gandhi
Roddy Gilbert
Andrew Goldberg
Ronald Halpern
Suzanne Heilman
Eloise W. Hodges
Marc Hoffman
Charles Hutchinson
John H. Keller
Judith Kidd
Dave Kourtz
Rory Laughna
Leonard Lentz
Hugh MacColl
Rajiv Mallick
Jane Mann
Joann Montepare
Marianne Mortara
Brad Prenney
Jonathan Reuman
Tom Roose
Robert Sadler
Jean Scarrow
Marilyn Stempler
Pamela Swain
Chia Tan
Robert Zinman
Anonymous (2)

Foundations/Corporations

Amelia Peabody Charitable Foundation
Caleb Loring Jr. & Rosemary M. Loring, 1997 Charitable Lead Unitrust
Cambridge Community Foundation
Eastern Bank Charitable Foundation
Eastern Charitable Foundation
Forest Foundation
Intel
Massachusetts Council on Aging
State Street Foundation

Contributors of Goods & Services

Allsteel
Brown Rudnick
Edelstein & Company
First Republic Bank
Microsoft
Red Sun Press
Ropes & Gray

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.

†In Memoriam

MISSION

Our mission is to enhance the impact of nonprofit organizations through high-quality, affordable capacity-building services including consulting, implementation support, and professional development provided by experienced professionals dedicated to serving the New England community.

BOARD OF DIRECTORS

Bonnie Clendenning, Chair

*President and Trustee**
The School for Field Studies

Molly Downer

Managing Director
First Republic Bank

Patricia Hurley

Board Secretary
Northeastern University

Kenneth Fischer, Treasurer

Principal
KMF Consulting Services

David Ellis

*President and Director**
Museum of Science, Boston

William R. Huss, Ph.D.

Adjunct Professor, Babson College
*SVP & COO, Kema-Xenergy**

Barbara Michaelsen, Secretary

Director, Consumer Product Management
Santander Bank

Maggie Ford

*Principal**
Ford Consulting

Imran Khalid-Khan

Vice President - Capital Planning
Fidelity Investment - Corporate Treasury

Francine Achbar

*Executive Director**
New Center for Arts and Culture

Neil H. Golden

*Vice President**
ADE Corporation

Marolí Licardié

Executive Director
Family & Children's Service of Greater Lynn

Doug Dickson

Board Chair
Encore Boston Network

Marc Hoffman

*Executive Director**
Consortium for Energy Efficiency

Linda Vacovec

*Vice President of Health Promotion**
Plus One

*Last position held

ESC STAFF

Julie Crockford

President

David Guydan

Director of ESC Discovery

Mary Tafuri Ross

Outreach Manager

Rachel Birkenthal

Program and Talent Coordinator

Michael Mazloff

Cohort Manager, ESC Fellowships

Christine Warren

Office Manager and Bookkeeper

Willia Cooper

Transition Navigator Coordinator, ESC
Discovery

Donna Morelle

Director of ESC Fellowships

FORMER STAFF**Ulea Grace Lago**

Director of ESC Consulting

Katherine Cruise

Director of Communications

Lynn Post

Director, Northern New England

INTERNS

Alexandra Lietzke, William

Tarini and Ruiheng “Eudora” Guo

Miles Robinson

Vice President



Financial Overview

October 1, 2017 through September 30, 2018

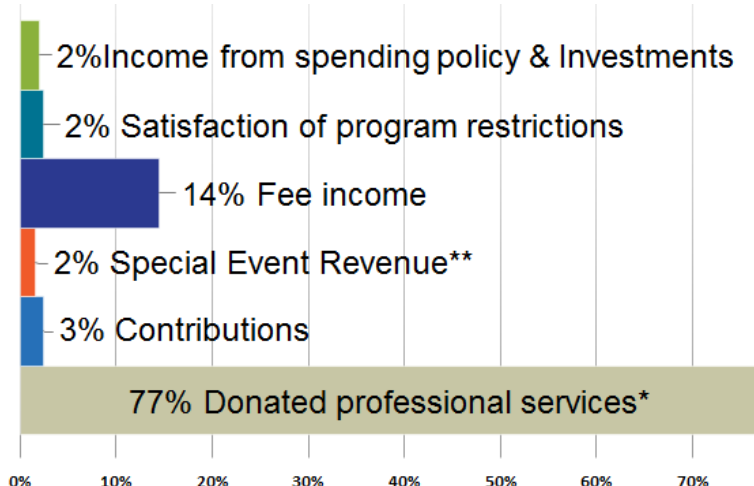
Unrestricted Revenue and Support	2018	2017
Donated professional services*	\$2,598,899	\$2,401,595
Contributions	\$83,660	\$99,667
Special Event Revenue**	\$53,369	-
Fee income	\$487,332	\$444,168
Satisfaction of program restrictions	\$80,787	\$70,478
Income from spending policy & Investments	\$66,872	\$63,161
Total unrestricted revenues and support	\$3,370,919	\$3,079,069

Expenses	2018	2017
Program services	\$3,148,518	\$2,870,740
Management and general	\$121,830	\$131,887
Fundraising	\$57,398	\$69,654
Total Expenses	\$3,327,746	\$3,072,281

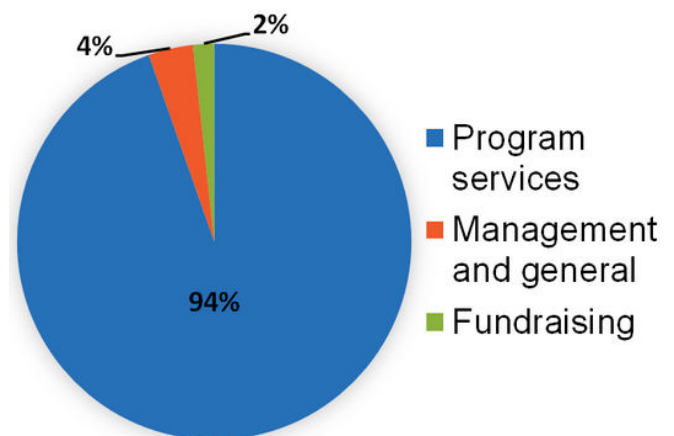
Change in net assets	2018	2017
Change in unrestricted net assets	\$43,173	\$6,788
Change in temporarily restricted net assets	\$56,165	\$180,830
Change in permanently restricted net assets	-	-
Total change in net assets	\$99,338	\$187,618

Net assets, beginning of year	\$1,764,367	\$1,576,749
Net assets, end of year	\$1,863,705	\$1,764,367

FY2018 Unrestricted Revenue & Support



FY2018 Expenses





EMPOWER SUCCESS CORPS