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

By Sector

Human Service 21%
Education 15%
Social Benefits 19%
Health 10%
Housing 2%
Faith-Based 3%
Youth 2%
Arts, Culture & Historical 18%
Environmental 8%
Hunger & Poverty Relief 2%
**By Budget**

<table>
<thead>
<tr>
<th>Budget Range</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Less than $100,000</td>
<td>13%</td>
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<tr>
<td>$100,000-$499,999</td>
<td>19%</td>
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<tr>
<td>$500,000-$999,999</td>
<td>13%</td>
</tr>
<tr>
<td>$1 million-$1,999,999</td>
<td>14%</td>
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<tr>
<td>$2 million-$4,999,999</td>
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<tr>
<td>$5 million-$9,999,999</td>
<td>8%</td>
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<tr>
<td>$10 million-$19,999,999</td>
<td>10%</td>
</tr>
<tr>
<td>$20 million or more</td>
<td>7%</td>
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</tbody>
</table>

**By Locale**

- **Central/Western MA** 22%
- **New England** 13%
- **Northeast** 13%
- **Boston Area** 41%
- **Southeast** 3%
- **Cape** 3%
- **Outside of New England** 1%

C = ESC Consulting
F = ESC Fellowships
I = ESC Institute
D = ESC Discovery
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 Arsenaught  
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
CONSULTING AND CONSULTANTS

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*
Vishrnick McGovern Milizio LLP.

Janice Dolnick
Co-Founder/Principal*
CX Strategy Partners

Debra Doroni
Principal
Debra Doroni 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*
Merriam 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
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Company/Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anne Comstock Halvorsen</td>
<td>Senior VP and Director*</td>
<td>Fantastic Sams Franchise Corp</td>
</tr>
<tr>
<td>Stuart Hamill</td>
<td>Senior Project Manager</td>
<td>S&amp;S Pharma Consult</td>
</tr>
<tr>
<td>Donald Harbert</td>
<td>General Manager*</td>
<td>Intel Corporation</td>
</tr>
<tr>
<td>Eugene Harris</td>
<td>Controller*</td>
<td>Liberty Mutual</td>
</tr>
<tr>
<td>Carol Ann Hayes</td>
<td>Director*</td>
<td>Reed &amp; Barton</td>
</tr>
<tr>
<td>Sue Heilman</td>
<td>Executive Director*</td>
<td>Horizons for Homeless Children</td>
</tr>
<tr>
<td>Ellen Heller</td>
<td>President*</td>
<td>Ellen Heller Executive Search</td>
</tr>
<tr>
<td>Charles Hewitt</td>
<td>Executive Vice President*</td>
<td>BMS Intermediaries</td>
</tr>
<tr>
<td>Anne Higgins</td>
<td>Manager*</td>
<td>PricewaterhouseCoopers</td>
</tr>
<tr>
<td>Kristy L. Hiller</td>
<td>Human Resources Manager*</td>
<td>Tree Care Industry Association</td>
</tr>
<tr>
<td>Don Hodgman</td>
<td>Senior Vice President*</td>
<td>State Street Corporation</td>
</tr>
<tr>
<td>Marc Hoffman</td>
<td>Executive Director*</td>
<td>Consortium for Energy Efficiency</td>
</tr>
<tr>
<td>Erika Hoffman-Kiess</td>
<td>Business and Economic Development Consultant</td>
<td>ACDI/VOCA (Bangladesh), JOBS Trust (Pakistan)</td>
</tr>
<tr>
<td>Will Hughsted</td>
<td>Vice President Finance Health Care Systems</td>
<td>Sodexo</td>
</tr>
<tr>
<td>Steve Hurley</td>
<td>Managing Director</td>
<td>Solutions Insights, Inc</td>
</tr>
<tr>
<td>William R. Huss Ph.D.</td>
<td>Adjunct Professor, Babson College</td>
<td>SVP &amp; COO, Kema-Xenergy*</td>
</tr>
<tr>
<td>Lorraine Hynes</td>
<td>Purchasing Agent*</td>
<td>State of Rhode Island</td>
</tr>
<tr>
<td>Andre Jasse</td>
<td>Chairman and CEO*</td>
<td>Brown Rudnick</td>
</tr>
<tr>
<td>Carol Johnson</td>
<td>VP Finance*</td>
<td>Aternity, Inc.</td>
</tr>
<tr>
<td>Jerry Johnson</td>
<td>Principal</td>
<td>JJJ Consulting</td>
</tr>
<tr>
<td>Marietta B. Joseph</td>
<td>Vice President*</td>
<td>MassDevelopment</td>
</tr>
<tr>
<td>Sheila J. Kabat</td>
<td>Director of Human Resource &amp; Organizational Development Services</td>
<td>Career Management Associates</td>
</tr>
<tr>
<td>Helen Kadish</td>
<td>Director of Development*</td>
<td>New Center for Arts and Culture</td>
</tr>
<tr>
<td>Lisbeth Kamborjian</td>
<td>Development Consultant</td>
<td>LNK Associates</td>
</tr>
<tr>
<td>Constance Kane</td>
<td>Executive Director, Relational Diplomacy Institute</td>
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<tr>
<td>Ellen Kanner</td>
<td>Director of Development, Jewish Women's Archive</td>
<td></td>
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<tr>
<td>Amy Katz</td>
<td>Executive Director*</td>
<td>Partnership for Excellence in Jewish Education</td>
</tr>
<tr>
<td>John Keller</td>
<td>Senior Director of Software Development*</td>
<td>Teradyne</td>
</tr>
<tr>
<td>Greg Kenney</td>
<td>Vice President, Major Projects Group*</td>
<td>Enbridge Energy</td>
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<tr>
<td>Imran Khalid-Khan</td>
<td>Vice President - Capital Planning</td>
<td>Fidelity Investment-Corporate Treasury</td>
</tr>
<tr>
<td>Judith Kidd</td>
<td>Associate Dean for Student Life and Activities*</td>
<td>Harvard University</td>
</tr>
<tr>
<td>Dave Kourtz</td>
<td>Principal</td>
<td>HR-ROI Solutions LLC</td>
</tr>
<tr>
<td>Pat Kreger</td>
<td>Director of External Affairs*</td>
<td>Massachusetts Eye and Ear</td>
</tr>
<tr>
<td>Phil Kuehne</td>
<td>Global Vice President of Finance for EMC Services*</td>
<td>Dell</td>
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<tr>
<td>Claire Schroeder Larrabee</td>
<td>President/Owner</td>
<td>Writenet LLC Consulting Services</td>
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<tr>
<td>Rory Laughna</td>
<td>President*</td>
<td>BTMU Capital Corporation</td>
</tr>
<tr>
<td>Margaret Lawrence</td>
<td>Associate Editor*</td>
<td>Strategic Direction Publishers Ltd</td>
</tr>
<tr>
<td>Jeffrey Lewis</td>
<td>Executive Director*</td>
<td>Brattleboro Development Credit Corporation.</td>
</tr>
<tr>
<td>Eli Lipcon</td>
<td>Vice President of Sales General Business Services*</td>
<td>Bell Atlantic</td>
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<tr>
<td>Gabriele Loebbert</td>
<td>Vice President Product Marketing*</td>
<td>Thomson CompuMark</td>
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<tr>
<td>James Lomastro</td>
<td>Consultant*</td>
<td>Larchmeadow Associates</td>
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<tr>
<td>Julie Mairano</td>
<td>Executive Director*</td>
<td>Cornelia de Lange Syndrome Foundation</td>
</tr>
<tr>
<td>Jane Mann</td>
<td>Senior Marketing Programs Manager Global Accounts*</td>
<td>Hitachi Data Systems</td>
</tr>
<tr>
<td>Bruce Margolis Ph.D.</td>
<td>Executive Vice President CHRO*</td>
<td>TJX Companies Inc.</td>
</tr>
<tr>
<td>R. William Mason</td>
<td>Founder*</td>
<td>Boston ENT Associates</td>
</tr>
<tr>
<td>Terry A. Maugeri</td>
<td>Technical/Compliance Training Manager*</td>
<td>Brookhaven National Laboratory</td>
</tr>
<tr>
<td>Michael Mazloff</td>
<td>Director Special Projects*</td>
<td>Justice Resource Institute</td>
</tr>
<tr>
<td>Robert Mazzone</td>
<td>Executive Director*</td>
<td>Amesbury and Merrimac Housing Authorities</td>
</tr>
<tr>
<td>Donna McGrath</td>
<td>Course Integration Coordinator*</td>
<td>Dartmouth College Geisel School of Medicine</td>
</tr>
<tr>
<td>W. James McKay</td>
<td>Retired Chaplain and Lawyer</td>
<td>RI Hospital and Adler Pollock &amp; Sheehan respectively</td>
</tr>
<tr>
<td>Eugene B. Mihaly Ph.D.</td>
<td>Chairman*</td>
<td>Mihaly International Corp.</td>
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<tr>
<td>Michael Milczarek</td>
<td>Treasurer and Chief Financial Officer*</td>
<td>May Institute Inc.</td>
</tr>
<tr>
<td>Carol Ann Moore</td>
<td>Education Program Manager/ Researcher</td>
<td>croyLEARN</td>
</tr>
<tr>
<td>Donna Morelle</td>
<td>Superintendent*</td>
<td>Cumberland Public Schools</td>
</tr>
</tbody>
</table>

*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 Pendey  
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*  
Haemometics 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 Staff  
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*  
Axxiom 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 Worshop  
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
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 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 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.
**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.
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.

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. Maroli 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.

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).

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.

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.
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 Achtbar
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- Michael Byrnes
- John and Marie Dacey
- Gabe d’Annunzio
- Doug Dickson
- Mariana (Molly) Downer
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- Louis Grossman
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- Julie and Frank Mairano
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- Ellen Masalsky
- Brad Newman
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- Ron Ryan
- Bill Schrader
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**Supporter ($250-$499)**
- John Blakeney
- Mike Byrnes
- John and Ellen Carpenter
- Patricia Chadwick
- Les Goldstein
- David Guydan
- Donald Harbert
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- Ellen Heller
- Charles Hewitt
- Marc Hoffman
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- Gabriele Loebbert
- Bruce Margolis
- Eugene (Gene) Mihaly
- Marion Nierintz
- Peter Olberg
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- Ellsworth (Al) Rosen
- Robert D. Seiler
- Victoria Wicks
- John Woodard
- Debra Yanofsky

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- Claudia Bach
- Rita Badami
- James Barrow
- Marjorie Bauer
- Jeffrey Bayard
- Gregory Betley
- Louise Borke
- Irving Burday
- Nancy Carlin
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- Adele Daley
- Donna Davis
- Robert Donaldson
- Paul Duffy
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- Charles Hutchinson
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- Dave Kourtz
- Rory Laughha
- Leonard Lentz
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- Rajiv Mallick
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- 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

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- Edelstein & Company
- First Republic Bank
- Microsoft
- Red Sun Press
- Ropes & Gray

**Ezra Merrill Legacy Society**
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- 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. Stauf
- 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
OUR MISSION AND TEAM

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.

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Maroli Licardié
Executive Director
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Linda Vacovec
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Plus One

*Last position held

ESC STAFF

Julie Crockford
President

Rachel Birkenthal
Program and Talent Coordinator

Willia Cooper
Transition Navigator Coordinator, ESC Discovery

Katherine Cruise
Director of Communications

David Guydan
Director of ESC Discovery

Michael Mazloff
Cohort Manager, ESC Fellowships

Donna Morelle
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Lynn Post
Director, Northern New England

Miles Robinson
Vice President

Mary Tafuri Ross
Outreach Manager

Christine Warren
Office Manager and Bookkeeper

FORMER STAFF

Ulea Grace Lago
Director of ESC Consulting

INTERNS

Alexandra Lietzke, William Tarini and Ruiheng “Eudora” Guo
# Financial Overview

**October 1, 2017 through September 30, 2018**

## Unrestricted Revenue and Support

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donated professional services*</td>
<td>$2,598,899</td>
<td>$2,401,595</td>
</tr>
<tr>
<td>Contributions</td>
<td>$83,660</td>
<td>$99,667</td>
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<tr>
<td>Special Event Revenue**</td>
<td>$53,369</td>
<td>-</td>
</tr>
<tr>
<td>Fee income</td>
<td>$487,332</td>
<td>$444,168</td>
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<tr>
<td>Satisfaction of program restrictions</td>
<td>$80,787</td>
<td>$70,478</td>
</tr>
<tr>
<td>Income from spending policy &amp; Investments</td>
<td>$66,872</td>
<td>$63,161</td>
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<tr>
<td><strong>Total unrestricted revenues and support</strong></td>
<td><strong>$3,370,919</strong></td>
<td><strong>$3,079,069</strong></td>
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</tbody>
</table>

## Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services</td>
<td>$3,148,518</td>
<td>$2,870,740</td>
</tr>
<tr>
<td>Management and general</td>
<td>$121,830</td>
<td>$131,887</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$57,398</td>
<td>$69,654</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$3,327,746</strong></td>
<td><strong>$3,072,281</strong></td>
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</tbody>
</table>

## Change in net assets

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in unrestricted net assets</td>
<td>$43,173</td>
<td>$6,788</td>
</tr>
<tr>
<td>Change in temporarily restricted net assets</td>
<td>$56,165</td>
<td>$180,830</td>
</tr>
<tr>
<td>Change in permanently restricted net assets</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total change in net assets</strong></td>
<td><strong>$99,338</strong></td>
<td><strong>$187,618</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets, beginning of year</td>
<td>$1,764,367</td>
<td>$1,576,749</td>
</tr>
<tr>
<td>Net assets, end of year</td>
<td>$1,863,705</td>
<td>$1,764,367</td>
</tr>
</tbody>
</table>

## FY2018 Unrestricted Revenue & Support

- **-2%** Income from spending policy & Investments
- **-2%** Satisfaction of program restrictions
- **-3%** Contributions
- **14%** Fee income
- **2%** Special Event Revenue**
- **77%** Donated professional services*

## FY2018 Expenses

- **94%** Program services
- **4%** Management and general
- **2%** Fundraising