



2021 Annual Report



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ABOUT EMPOWER SUCCESS CORPS

Mission

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.

Values

- **People-Centered:** We focus on our clients, volunteers, and employees to help them thrive.
- **Inclusion:** We foster a diverse, equitable, and inclusive culture.
- **Community Impact:** We make a meaningful difference through dedicated service to our clients.
- **Collaboration:** We build partnerships and foster teamwork to find the best solutions.
- **Resourcefulness:** We embrace change and demonstrate adaptive solutions to challenges.
- **Respect:** We value diverse ideas and treat our clients and each other with respect and courtesy.
- **Quality:** We strive for excellence in all we do.

From the Board Chair and President

Empower Success Corps is fueled by a belief that we can make the world a better place. Through our support of our sister nonprofits, we can strengthen our communities; provide all children with an excellent education; and stamp out hunger, poverty, and homelessness. We believe open spaces and the arts are not just nice to have, but essential to healthy communities.

Even before the pandemic, we recognized that nonprofits have limited resources and stretched staff. We asked them to solve the hardest problems but to do so with underdeveloped infrastructure and administrative systems. By matching volunteers with professional skills in financial management, human resources, technology, marketing, operations, and management, ESC is helping nonprofits invest in their people, processes and systems. We are helping boards of directors do a better job of governance and executives become stronger leaders. We are building capacity across the nonprofit sector.

In 2021, ESC consultants worked a total of 11,678 hours on projects with 68 nonprofits. The value of their donated time is over \$2 million. Six organizations selected an ESC fellow to complete an interim assignment. Three cohorts of executive directors representing some 20 organizations provided mutual support to one another in our Nonprofit Executive RoundTables.

On June 16, we will celebrate our 40th Anniversary and our goal is to gather in person at Gore Place in Waltham. We will celebrate and thank our nonprofit clients who work tirelessly to improve quality of life for others; our dedicated volunteer consultants and fellows; our committed Board of Directors; our devoted and hard-working staff; and our generous and thoughtful donors. We so appreciate your commitment to and support of ESC's mission of helping nonprofits succeed.

With gratitude,

Bonnie Clendenning, Board Chair
Julie Crockford, President



Board of Directors

Bonnie Clendenning, Chair

President and Trustee
The School for Field Studies*

Molly Downer, Vice Chair

Managing Director
First Republic Bank

Kenneth Fischer, Treasurer

Principal, KMF Consulting Services

Marolí Licardié, Secretary

Former ESC client

Julie Crockford

President, ESC

Doug Dickson

Board Chair, Encore Boston Network

Chelinde Edouard

SVP & Chief Underwriting Officer
Blue Cross and Blue Shield of MA*

David Ellis

President and Director
Museum of Science, Boston*

**Former Position*

Michael Glover

Senior Counsel, Northeastern University

Neil H. Golden

Vice President, ADE Corporation*

Toni Hicks

Director for Public Service & Pro Bono
Boston University School of Law*

Marc Hoffman

Executive Director
Consortium for Energy Efficiency*

Patricia Hurley

Board Secretary, Northeastern University*

Imran Khalid-Khan

Assistant Treasurer, Fidelity Investments

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SVP, Consumer Product Management
Santander Bank*

Linda Vacovec

Vice President Health Promotion
Plus One*

Penny Barker Weeks

SVP and Relationship Manager
Silicon Valley Bank

Staff

Julie Crockford

President

Willia Cooper

Director of Virtual Learning

Katherine Cruise

Director of Communications

Donna Morelle

Director of ESC Fellowships

Lynn Post

Director of Consulting

Christine Warren

Office Manager and Accounting Manager

Clients

While we may have had fewer clients this past year, the impact these nonprofits make in their communities is immeasurable. From a multi-million dollar organization serving individuals and families facing homelessness, chronic illnesses and drug and alcohol addiction to a charitable women's giving circle, ESC is honored to provide capacity building services to help these nonprofits throughout New England make a lasting difference for the greater good.

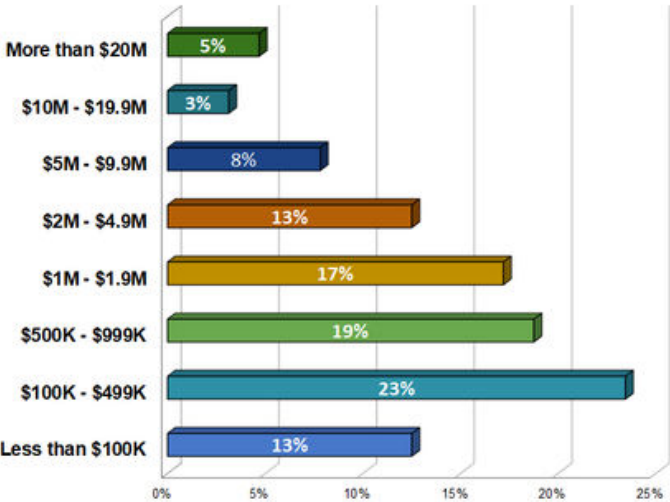
Abbott Library
 Acton Community Supper and Food Pantry
 Appalachian Mountain Club
 ArtsWorcester
 Ayer Public Access Corporation (APAC)
 Barrington Public Library
 Bikes Not Bombs
 Boston Jewish Film
 Build Health International
 Cairn Hill Nature Preschool
 Cambridge Public Library Foundation
 Camp Fire North Shore, Inc
 Charles River Community Health
 CodeSquad
 Community Health Network
 Area 15 (CHNA 15)
 Concord Chamber Music Society
 Consequence Magazine
 Disability Resource Center

DOVE, Inc.
 East Smithfield Public Library
 EqualityMaine
 Family Services of the Merrimack Valley
 Farmsteads of New England
 Fenway Community Center
 Fenway Garden Society (FGS)
 Food Link Inc
 FORWARD - Friends Or Relatives With
 Autism & Related Disabilities
 Foundation for MetroWest
 Framingham History Center
 Granada House
 Heal Trafficking
 Lawyers Concerned for Lawyers
 Lexington Global Warming Action Coalition
 (LexGWAC)
 Literations
 Maine Appalachian Trail Club

By Mission



By Budget

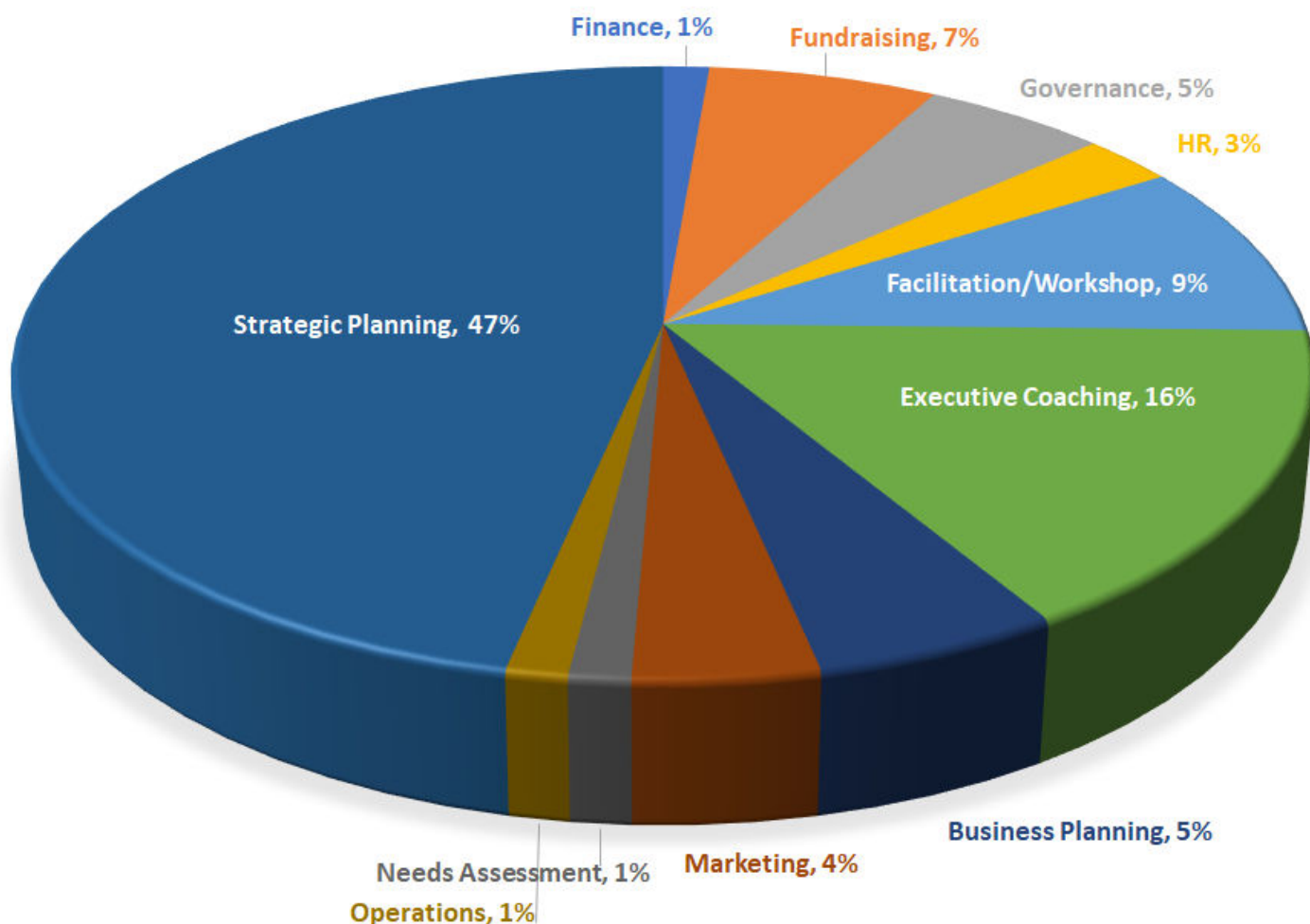


Clients

Mass Farmers Markets
 Massachusetts Association of Teachers of
 Speakers of Other Languages
 Massachusetts Council on Gaming and
 Health
 Maverick Landing Community Services
 Metrowest Mediation Services
 My Turn
 Natick Service Council
 New England Center for Circus Arts
 North Andover Historical Society
 Norwich Public Library
 Opportunity Networks
 Parents Forum
 People Helping People
 Raising a Reader Massachusetts
 Rogers Free Library
 Roxbury Cultural District
 Sacred Threads

Seeding Labs
 Southeastern New Hampshire Alcohol &
 Drug Abuse Services
 Strong Women, Strong Girls
 Suzuki School of Newton
 The Children's Room
 The Furniture Trust
 The Lawrence and Lillian Solomon
 Foundation
 The Presentation School Foundation
 Community Center
 The Rotch Jones-Duff House & Garden
 Museum
 The Second Step
 Victory Programs, Inc.
 Winsor Music
 Womenade
 Worcester Art Museum
 Yankee Onsite Wastewater Association

By Engagement Type



Consultants and Nonprofits Served

Nonprofits call on ESC when they are facing a significant opportunity or challenge. ESC helps with customized consultations based on the unique needs of the organization including strategic planning and implementation, board development, fundraising, marketing, leadership coaching, and meeting and retreat facilitation. We want to recognize the 142 consultants who worked with 68 organizations on projects from strategic planning to governance to marketing and so much more.

Ruth Aaron
Cora Beth Abel
Joel Adler
Niraj Agarwal
Oami Amarasingham
Craig Anderson
Susan Angevin
Charles Arsenault
Tony Attardo
Claudia Bach
Peter Baker
Gouri Banerjee
Marjorie Bauer
Bruce Berzin
Greg Betley
Louise Borke
Denise Boyd
Elizabeth Boyles
Anne Brazao
Cheryl Brill
Sheila Buckley
Irving Burday
Harold (Skip) Burns
Mike Byrnes
Joseph Cahill
Mary Elizabeth Canning



Build Health International's mission is to enable dignified, affordable and high-quality healthcare for all. BHI is committed to an equitable health future, where clinicians around the world have the space, staff and systems they need to deliver high quality healthcare to all, regardless of location or patients' ability to pay.

Ellen Carpenter
Cassandra Clay
Bonnie Clendenning
Peggy Cohn
Edward Collins
Charlie Conn
Patrick Costello
Erin Cunha
Allison Cunningham
Michael Daily
Gabriel d'Annunzio
Jaidev Dasgupta
John Deeley
Diane DeMarco
Janice Dolnick
Debra Doroni
Chelinde Edouard
David Ellis
Fiona Epstein
Ellen Feinsand
David Feldman
Orna Feldman
Meryl Fink
Maggie Ford



Acton Community Supper and Food Pantry, Inc. is a nonprofit organization established in 1984 to help alleviate food-insecurity in Acton and its contiguous towns.

Consultants and Nonprofits Served

William Frye
John J. Gilmartin
Howard Glassman
Neil Golden
Les Goldstein
Jennifer Goudreau
James Green
Anne Halvorsen
Donald Harbert
Rick Hardin
Robert Harris
Suzanne Heilman
Ellen Heller
Chuck Hewitt
Kristy Hiller



FORWARD's (Friends Or Relatives With Autism & Related Disabilities) mission is to build affordable supportive housing that enables adults with autism and related disabilities to thrive in an appropriate, safe and healthy environment.



Cairn Hill Nature Preschool brings the transformative power of the arts to young learners in urban and multi-ethnic communities using nature, story, music, and the hands-on approach inspired by Waldorf education.

John Larivee
Margaret Lawrence
David Lawson
Kimberly Lee
Gabriele Loebbert
Rick Lunetta
Julie Mairano
Jane Mann
Bruce Margolis
Bill Mason
Terry Maugeri
Donna McGrath
Barbara Michaelson
Eugene Mihaly
Carol Ann Moore
Marianne Mortara

Marc Hoffman
Susan Houston
Will Hughsted
Stephen Hurley
William Huss
Rebecca Hutchinson
Lorraine Hynes
Andre Jasse
Carol Johnson
Jerald Johnson
Katherine Jones
Marietta Joseph
Susan Kane
Amy Katz
Varda Konstam
Jeffrey Kramer
Jessie Kravette
Carol Kunik



The Children's Room creates safe, supportive communities so that no child, teen, or family has to grieve alone.

Consultants and Nonprofits Served

Bill Mrachek
Pamela Musk
Rajeev Nagpal
Shobha Narasimha
Irwin Nesoff
Jacques Ouimet
Carol Parker
Sophie Parker
Myran Parker-Brass
Marisa Paterson
MaryAnn Pfeiffer
Brad Prenney
Jonathan Reuman
Mary Tafuri Ross
Ronald Ryan
Karen Saltiel
Beth Saunders
Frank Schneider
Anthony Sciarra
Robert Seiler
Steven Shapse
R. Brooks Sherman
Lionel Silberman
Esin Sile
Martha Sloan Felch
C. Jeffrey Smith
Scott Smith
Steve Smith
Laura Sobel
Sam Solomon
Marilyn Stempler



The Norwich Public Library serves as a community center for the town providing traditional and innovative resources for all patrons and offering library experiences that support education, imagination, and community engagement.

Ilene Sussman
James Veale
Dan Waintroob
John Wallace
Anita (Penny) Weeks
Victoria Wicks
Robert Wiesel
Rachel Winkeller
John Woodard
Debra Yanofsky
Michael Zerigian
Mark Zuroff



Southeastern New Hampshire Alcohol & Drug Abuse Services provides expert addiction treatment to help and support individuals and families who are in need of services.

Fellowships

ESC Fellowships provide transitional management support from experienced professionals to move critical initiatives forward. Fellows help build capacity through high-impact roles in areas such as management, operations, marketing, fundraising, human resources, finance, business development and program development. Through a rigorous and selective matching process, ESC ensures the right skill set to suit your organization's needs.

Gordon Cromwell, *Director of Strategic*

Finance and Operations

Janice Dolnick, *Marketing and*

Communications Fellow

James Lomastro, *Interim Executive Director*

Michael Phelan, *Development Director*

Kevin Riley, *Digital Transformation Fellow*

Susan Stendahl, *Grant Writer/*

Development Fellow



CodeSquad trains talented adults from low-income families to become full-stack developers and launch a new career.

Institute

ESC is an information hub and partners with nonprofits, government and foundations in knowledge sharing and cultivating leaders.

Project Spotlight

A Foundation partner, the Foundation for Metrowest (FFMW), selected ESC to support its pilot nonprofit board matching program for a select group of corporate partners. In the fall 2021, FFMW and ESC kicked off the pilot program to prepare a cohort of six corporate leaders for nonprofit board service. To prepare the participants for board services, ESC designed and presented a series of workshops covering the differences and similarities between for profit and nonprofit boards, best practices in nonprofit governance, the roles and responsibilities of nonprofit board members in fundraising, and strategic planning. Among the nonprofit boards to which program “graduates” were elected are: Circle of Hope, Doc Wayne Youth Services, Waltham Partnership for Youth and the Cultural Alliance of Medfield. The project team was led by Willia Cooper and included Peter Baker, Bonnie Clendenning, Diane DeMarco, Patty Hurley, and Donna Morelle.

Nonprofit Executive RoundTable

Nonprofit presidents, CEOs and executive directors turn to ESC for leadership support and guidance. Now in its sixth year, ESC convened cohorts through NET, a confidential forum for a group of six to eight leaders to meet monthly and learn from people who face similar challenges. ESC also created a new cohort to support nonprofit leaders specifically around issues that arise while embracing DEIB in their organizations.

Making an Impact



We asked some of our consultants and fellows why they work with ESC, how they make a difference and what has been some of their most rewarding or memorable experiences.

"I worked on several interesting projects related to education, the most memorable of them was the production of educational material at Physician Health Services, MMS, for helping medical doctors deal with the physician burnout problem, which is a major crisis in the healthcare industry."

- Jaidev Dasgupta
Consultant and Fellow



"Working as an ESC Consultant and Fellow provides interesting and rewarding opportunities to continue to share my skills and expertise to support the nonprofit community."

- Myran Parker-Brass
Consultant and Fellow



"I love working with clients to help them uncover what sets them apart from other organizations and then articulate this distinctiveness in a clear, consistent way. This is the foundation that will enable an organization to stand out amongst other similar organizations."

- Gabriele Loebbert
Consultant



"ESC's efforts are boosted by using volunteer consultants. Volunteers are passionate about the missions of the organizations they serve and feel confident they can help. With maturity and time to focus, volunteers make clients feel supported in their priorities while encouraging innovation in non-threatening ways."

- John Wallace
Consultant



"I enjoy project work as a way to continue to share my experience in an area where many nonprofits need support. As a development generalist for the past 20 years, my career has focused on all areas of fundraising and board development. This has prepared me to become an effective Fellow for nonprofits who need expertise but don't have the budget to hire a seasoned professional."

- Susan Stendahl
Fellow



"Over the years I have found it incredibly rewarding to partner with ESC to help local nonprofits increase their success so they can better fulfill their missions. I was on multiple boards that used ESC's strategic planning services and saw the positive impact the advice had. Years later I realized I too wanted to help other charities in a similar way."

- Mike Byrnes
Consultant



Contributors

It is with sincere gratitude that we thank all those who generously contributed to help us further our mission of helping nonprofits succeed . The contributions below reflect fiscal year 2021.

Benefactor (\$5,000+)

Bonnie Clendenning
Julie Crockford
Patricia Hurley

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

Chelinde Edouard
Imran Khalid-Khan
Linda Vacovec

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

Sandy Batchelder
Marie & John Dacey
Michael Daily
Gabe D'Annunzio
Doug Dickson
Molly Downer
David Ellis
Kenneth Fischer
Michael A. Glover
Neil Golden
Toni Hicks & Kevin Dutt
William R. Huss
Barbara Michaelsen
Ron Ryan
Robert Schneider
William Schrader
Bob & Missy Shay
Michael F. Stauff
Penny Barker Weeks

Sponsor (\$500-\$999)

Francine Achbar
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Michael Byrnes
Katherine Cruise
Janice Dolnick
Kenneth Fischer
Louis Grossman
Anne Halvorsen
Marietta Joseph
Julie & Frank Mairano
Susan Ogle
C. Jeffrey Smith

Supporter (\$250-\$499)

Craig Anderson
Gouri Banerjee
John Belchers
Ellen & John Carpenter
Jaidev Dasgupta
John Deeley
Diane DeMarco
William Frye
Robert Harris
Marc Hoffman
Will Hughsted
Maroli Licardi
Jane Mann
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Bruce Margolis
Carol Ann Moore
Marion Nierintz
Marilyn Stempler
Victoria Wicks
John Woodard
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Friend (\$1-\$249)

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Judith Allen Ferretti
William Flynn
Sarah Freeman
James Green
Eloise W. Hodges
Martha Karchere
John Keller
Katherine Kottaridis
Claire Larrabee
Rory Laughna
Eugene Mihaly
Skye Morrison

Friend (\$1-\$249) (con't)

Carolyn Osteen
Sophia Parker
MaryAnn Pfeiffer
Lynn Post
Brad Prenney
Ellsworth (Al) Rosen
Annette Rubin
Karen Saltiel
Jean Scarrow
Steven Smith
Marilyn Stempler
Joan & Jack Wallwork
Rajiv Mallick
Michael Mazloff

Foundations/Corporations

Barr Foundation
The Boston Foundation
Caleb Loring, Jr. & Rosemary M.
Loring 1997 Charitable Lead Unitrust
Community Foundation for Nantucket
Eastern Bank Charitable Foundation
Edmund & Betsy Cabot Charitable
Foundation
Fortune Family Foundation
Foundation for Metrowest
Liberty Mutual Foundation

Contributors of Goods & Services

Canva
Microsoft
Smith, Sullivan & Brown

Ezra Merrill Legacy Society

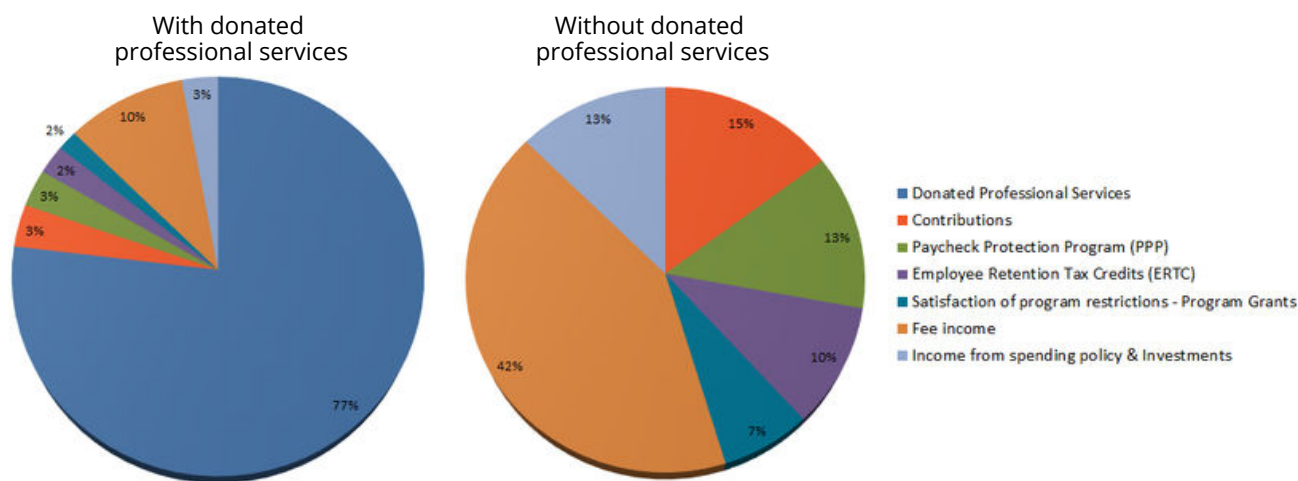
Albert Gold
Bayard Henry
Dean E. Ridlon
Dozier Gardner
Ellen W. & Hugh F. MacColl
Eloise W. Hodges
Judith Allen Ferretti
Marion Nierintz
Michael F. Stauff
Thomas D. Bushman
William R. Huss
Anonymous (2)

Financial Overview

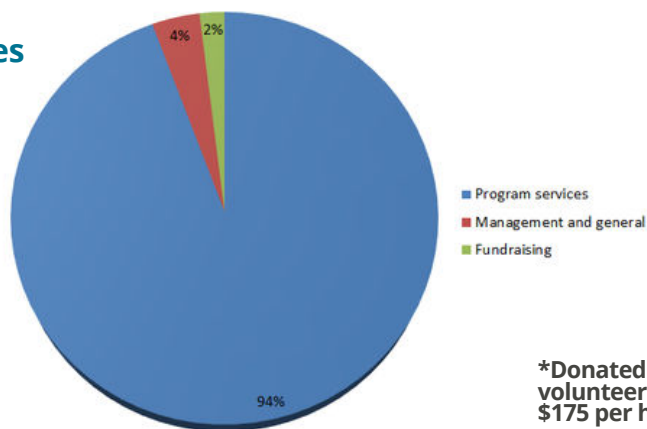
October 1, 2020 through September 30, 2021

Unrestricted Revenue and Support*		2021	2020
Donated Professional Services		\$2,043,598	\$1,943,428
Contributions		\$90,997	\$117,222
Paycheck Protection Program (PPP)		\$80,300	\$85,300
Employee Retention Tax Credits (ERTC)		\$63,434	\$0
Satisfaction of program restrictions - Program Grants		\$43,359	\$57,846
Fee income		\$258,621	\$333,407
Income from spending policy & Investments		\$77,676	\$72,660
Total unrestricted revenues and support		\$2,657,985	\$2,609,863
Total Cash (excludes donated professional services)		\$614,387	\$666,435
Expenses		2021	2020
Program services		\$2,506,110	\$2,469,086
Management and general		\$99,090	\$99,275
Fundraising		\$51,463	\$46,277
Total Expenses		\$2,656,663	\$2,614,638
Total Cash (excludes donated professional services)		\$613,065	\$671,210
Change in Net Assets		2021	2020
Change in unrestricted net assets		\$1,322	(\$4,775)
Change in net assets with donor restrictions		\$327,552	\$66,185
Total change in net assets		\$328,874	\$61,410
Net assets, beginning of year		\$1,889,694	\$1,828,284
Net assets, end of year		\$2,218,568	\$1,889,694

FY2021 Unrestricted Revenue & Support



FY2021 Expenses



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

Thank You!



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<https://www.empowersuccesscorps.org/donate/>

