



executive
service corps southern california

Strength. Resilience. Care.

2020 REPORT TO THE COMMUNITY

Strength. Resilience. Care.

IN THIS PARTICULARLY CHALLENGING TIME, we wish only the best for you and your loved ones.

In the shadow of the pandemic, we find ourselves particularly inspired by the work of the nonprofits we serve. Creating this report is a unique opportunity to reflect on how our nonprofit partners ceaselessly strive to meet the needs of our community with seemingly endless strength and compassion. We hope you feel the same in reading the stories below.

As a nonprofit ourselves, ESC shares those same challenges and the same sense of responsibility to the community. So we built on the momentum achieved in 2019 to continue evolving to meet 2020. We remain close to our region's social service providers – even in a socially distanced environment. With purpose and humility, we pursue our unique role in serving the movement toward social justice and racial equity. We devote ourselves to employing ever more effective ways to enlist our unique model and our unmatched asset – our incredible corps of consultants – to serve our community.

We are deeply grateful to our consultants, board, and staff for your dedication to ESC and the work we do. Our sincerest thanks, also, to our supporters for your steadfast belief in us. Together, we will continue to empower our region's nonprofits to build a thriving community for all. It is our mission; it is our honor.

With gratitude,



David Factor, *President and CEO*



Scott J. Weiner, *2020 Chair*

Our Roadmap for Action on Racial Equity

This year, the Board of Directors of ESC unanimously endorsed a comprehensive action plan in pursuit of racial equity.

Guided by the principle that social justice is at the heart of everything we do, ESC will deploy our unique mission and model to help improve equity and foster equal treatment for all *regardless of race*. Toward this end:

- **We are looking to diversify our Board, staff and corps of consultants** to more fully represent the diversity of our Southern California region. We are committed to prioritizing our recruitment efforts to achieve this goal.
- **We have pledged to add a diversity and racial equity component to our strategic plan**, reflecting our commitment to this effort over the long haul.
- **We launched the ESC Social Justice Sponsorship Fund.** This enables us to support even more nonprofits with social justice missions by further reducing financial barriers to accessing our programs and services. We look forward to working closely with our nonprofit partners to help broaden our reach in service of this focus.



BOARD OF DIRECTORS

Scott J. Weiner, *Chair*
David J. Zuercher, *Vice Chair*
Abner D. Goldstine, *Treasurer
and Vice President of Finance*
Kate Ides, *Secretary*
William R. Barrett, Jr.
Danielle Benoit
Irwin S. Field
William Flumenbaum
Michael J. Goldberg
Irwin J. Jaeger
Eric L. Moore
Lizbeth G. Nevarez
Robert F. Scoular
Laura L. Survant
Daryl T. Twerdahl

Ex Officio

David Factor, *President and CEO*
Mary Trigg, *Chair, Consultants
Advisory Council*

STAFF

David Factor, *President and CEO*
Vicky Foxworth, *Vice President of
Organizational Consulting*
Julia Fischer, *Director of
Organizational Consulting*
Lilly Hogle, *Organizational
Consulting Coordinator*
Janet McIntyre, *Vice President
of Programs and Training*
Meghan Maloney, *Volunteer
and Programs Manager*
Susan Afriat, *Training Manager*
Di Lam, *Interim Director of
Development and Communications*
Carla Juarez, *Development and
Communications Coordinator*
Marissa Belau, *Operations Manager*
Sandy James, *Operations Associate*
Larry McCormick, *Bookkeeper*
Michael Marquez, *Salesforce
and IT Administrator*



A History of Helping Nonprofit Leaders Succeed

For more than fifteen years, ESC's Wells Fargo Executive Directors Leadership Institute (EDLI) has helped launch graduates of the program into a journey of learning and growth.

The program's success comes in part because of its unique combination of long-term executive coaching with peer networking and in-depth learning, which results in a powerful and highly effective professional development experience. The knowledge and confidence gained by our graduates continue to be relevant and invaluable factors in supporting their organizations and the communities they serve.

Read more on how EDLI has guided a generation of nonprofit leaders:
escsc.org/stories/a-history-of-helping-nonprofit-leaders-succeed/

THANK YOU TO OUR Generous Supporters!

2019 FOUNDATION AND CORPORATE SUPPORTERS

Champion Sponsor (\$100,000 and above)
W.M. Keck Foundation

Premier Sponsors (\$50,000 – \$99,999)
The Ahmanson Foundation
Annenberg Foundation
The Rose Hills Foundation
Wells Fargo Foundation

Sponsors (\$25,000 – \$49,999)
The Capital Group Companies Charitable Foundation
Supervisor Mark Ridley-Thomas, 2nd District, LA County Board of Supervisors
Supervisor Sheila Kuehl, 3rd District, LA County Board of Supervisors
Payden & Rygel
Dwight Stuart Youth Fund*
Sunair Children's Foundation*

Partners (\$15,000 – \$24,999)
Dan Murphy Foundation
Resnick Foundation

Sustainers (\$10,000 - \$14,999)
AECOM
J.B. and Emily Van Nuys Charities
Jewish Federation of Greater Los Angeles*
Southern California Edison

Supporters (\$5,000 – \$9,999)
Doris Factor Endowment Fund of the Jewish Community Foundation of Los Angeles
John Gogian Family Foundation
MUFG Union Bank Foundation

Contributors (\$1,000 – \$4,999)
City National Bank
Green Hasson Janks
Insperity
Seeley W. Mudd Foundation
O'Melveny & Myers
The Seaver Institute

*Collaborative Partners



Strengthening Services to Meet Community Need

Founded 25 years ago to address the lack of healthcare access in South Central Los Angeles, UMMA Community Clinic has recently expanded and deepened their services to meet their community's needs – following Adel Syed's transition to the role of UMMA's CEO.



“I am grateful to ESC for making quality coaching so affordable. It allows nonprofits to work through challenges with thoughtfulness and the ability to grow their organizations.”

**—Adel Syed, Chief Executive Officer
UMMA Community Clinic**

Read more about UMMA Clinic's work in the community:
escsc.org/stories/strengthening-services/



2019 INDIVIDUALS

Visionaries (\$10,000 and above)

Ben Breslauer and the Samuel and Helene Soref Foundation
Irwin Field
Abner Goldstine
Irwin Jaeger
Scott Weiner
Dave Zuercher

Leaders (\$3,000 – \$9,999)

William Barrett
Brad Ebner
Ruth Feiler
William Flumenbaum
Michael Goldberg
John and Jamie Krakowski
Al Lavery
Susan Leonard
Denise Raytis
Robb Scoular
Mary Trigg
Diana Walker

Ambassadors (\$1,000 – \$2,999)

Albert and Barbara Algaze
Bonnie Barnes
Margaret Black
David Blenko
Willie Burnside
Jerry and Lorraine Factor
Bill and Cece Feiler
Beverly Froelich
Kate Ides
Chuck Lindahl
Lizbeth Nevarez
Nancy Sacks
Janet Schulman
Harris Sperling
Jill Spuehler
Laura Survant
Daryl Twerdahl

Making a Difference Through Volunteerism

Mona Field has brought her infectious energy and enthusiasm to ESC as a member of the consulting corps since 2015. A longtime activist and advocate, Mona was drawn to join ESC because she saw an alignment between ESC's coaching approach and her values of collective learning, shared space and open discussion.

With the ongoing pandemic and social distancing, Mona has adjusted her coaching style in her efforts to continue providing open discussion and shared learning space with ESC's clients. She feels grateful to have found a volunteer position that challenges her to use the high-level skills she has acquired over her career and put those skills into practice.



“I’m always looking for new opportunities where I can bring my skill-sets and years of experience, and ESC provides a wonderful venue for me to do that in service to the community.”

—Mona Field, ESC volunteer consultant

Read more about Mona's volunteer journey with ESC:
escsc.org/stories/making-a-difference/

2019 INDIVIDUALS (CONT.)

Advocates (\$500 – \$999)

Judy Bain
Susan Barton
Karen Buxbaum
Selina Chi
John Coleman
David Factor
Jerry and Judith Farber-Weissman
Mark Friedman
Leslie Horowitz
Tim Kittleson
Lad Lorenz
Michael Marshall
John Power
Jake Rohrer
Cliff Scott
Roberta Suber
Richard Tom and Peggy Lennon
Ron Vinje

Allies (\$250 – \$499)

Danielle Benoit
Michael Bridge
Linda Camras
Megan Cooper
Agapito Diaz
Richard Fass
Michael Hirschfeld
Dale Johnston
Peter Koplik
Marty Lasker
Michael Linsk
Ann McMullan
Georgia Mercer
Eric Moore
Polly Nelson
Felicity Palmer
Teri Paul
Fred Samulon
Steven Solton
Mel Takata
Richard Thaler
Sally Vasen Alter
Kathy Walsh

Inspiring Consultants and Nonprofit Leaders

In November 2019, ESC applauded and honored the efforts and impact that our inspiring consultants and nonprofit leaders made in our community. Thank you to Green Hasson Janks and MUFG Union Bank Foundation for sponsoring such an amazing event!



« **JANET SCHULMAN (2019 ESC FEILER DISTINGUISHED SERVICE AWARD) AND RICHARD THALER (2019 ESC CONSULTANT HONOREE)**



RICHARD REYES (2019 MEGAN C COOPER LEADERSHIP AWARD) WITH MEGAN COOPER »



» **HUGH LEONARD (2019 ESC CONSULTANT HONOREE) WITH WIFE ANN LEONARD**

2019 INDIVIDUALS (CONT.)

Friends (Up to \$249)

Susan Afriat
Barbara Arnold
Jim Bright and Lucy Farber
Bennett Brown
Anne Bunney
Allison Celosia
Betsy Cheek
Scott and Nancy Choate
Rachel Davenport
Gail Doi
Jim and Roxie Esterle
Sammy Feuerlicht
Mona Field
Julia Fischer
Susan Flaming
Gwendolyn Flynn
Vicky Foxworth
Daniel Goodstein
Jeff Henderson
Catherine Kaiser
Doris Karbaj
Hugh Leonard
Elizabeth Leung
Brenda Lynch
Renée Martinez
Larry McCormick
Janet McIntyre
Judy Milestone
Francine Moskowitz
Theresa Murphy
Beatrice Nemlaha
Howard Parmet
Michele Proctor
Yvette Reiner
Gretchen Schulz
Madonna Shannon
Diane Siegfried
Mark Strunin
Sandra Tauber-Rosen
Eugene Tuch
Eileen Walker
Lauree Weaver
Lois Weinsaft
Beverly Weise
Phil Young
Jim Zimring

Emerging as a Leader Amid a Pandemic

Debra Ward is the CEO of YWCA San Gabriel Valley, an organization committed to eliminating racism and empowering women.

Prior to the pandemic, the organization faced immediate financial challenges, with fund development becoming a critical piece of their sustainability strategy. With guidance from ESC consultants, Debra and her team now find themselves utilizing the skills and partnerships they've gained, providing more than 75,000 meals to seniors each month as the pandemic continues highly impact their community.



“We’re climbing back up, and I would have to credit not only my leadership team, but also the ESC experts who walked that journey with us and were there to provide expertise. I will forever be grateful for their contribution, their time, and their valuable input.”

—Debra Ward, *Chief Executive Officer*
YWCA San Gabriel Valley

Read more about this innovative project:
escsc.org/stories/emerging-as-a-leader/



to

eliminating racism
empowering women
ywca
San Gabriel Valley

THANK YOU TO OUR
**Volunteer
Consultants!**

Susan Afriat
Albert Algaze
Barbara Arnold
Marshal Backlar
Judy Bain
Bonnie Barnes
Susan Barton
Natalia Baudin
Margaret Black
David Blenko
J. Lee Braly
Benjamin Breslauer
Michael Bridge
Jim Bright
Bennett Brown
Karen Buxbaum
Linda Camras
Betsy Cheek
Selina Chi
Scott Choate*
John Coleman
Clarence Daniels
Rachel Davenport
Phil Davis
Eric DeWeese
Agapito Diaz*
Lynn Dines
Gail Doi
Jim Esterle
Roxie Esterle
Richard Fass
Sammy Feuerlicht
Mona Field
Susan Flaming
Gwen Flynn
Michele Foster
Susan Fox
Mark Friedman
Beverly Froelich
Laura Fuhrman
Gabriel Garciamendez
John Garner
Kathryn Girard
Daniel Goodstein

Who We Serve

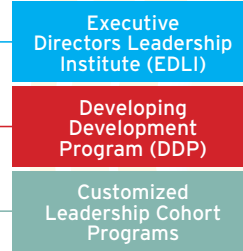
Our consultants volunteered more than **10,700** volunteer hours in 2019 to help nonprofits in the community.

CONSULTING SERVICES

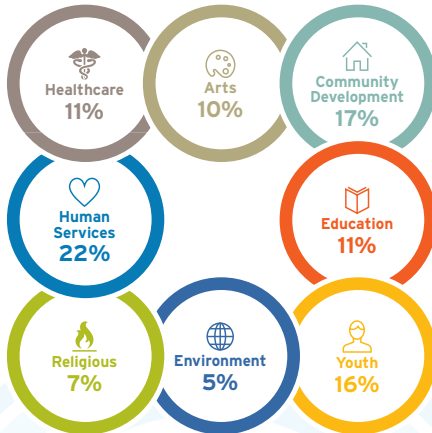


Our Services

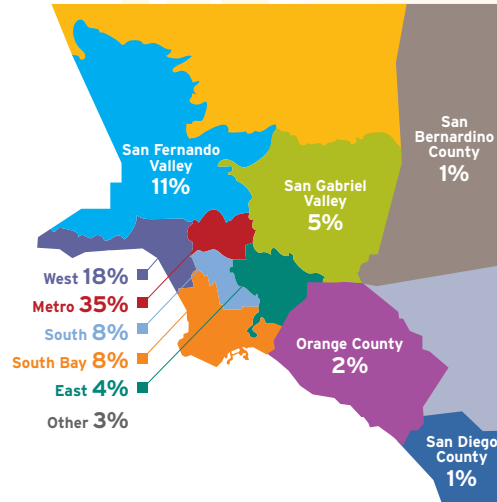
INSTITUTES AND PROGRAMS



CLIENTS BY MISSION



CLIENTS BY REGION



VOLUNTEER CONSULTANTS (CONT.)

Thyonne Gordon
 Micah Greenberg
 Stephen Gutwillig
 Jeff Henderson*
 Joan Herman
 Michael Hirschfeld
 Clive Hoffman
 Leslie Horowitz
 Leon Janks
 Alma Johnson-Hawkins*
 Dale Johnston
 Cathy Kaiser
 Gerri Katz
 Mika Kim
 Tim Kittleson
 Bert Kleinman
 Yu-Lin Kong
 Peter Koplik
 Devra Korwin
 John Krakowski
 Marty Lasker
 Al Lavery*
 Steven Lavine
 George Leftwich
 Peggy Lennon
 Hugh Leonard
 Susan Leonard*
 Elizabeth Leung
 Chuck Lindahl
 Michael Linsk
 Al Linton
 Brigitte Loden
 Lad Lorenz
 Brenda Lynch
 Michael Marshall
 Renée Martinez
 Karen McCarthy
 Ann McMullan
 Asbjorn Melo
 Georgia Mercer
 Judy Milestone
 Francine Moskowit
 Theresa Murphy
 Alma Myers
 Scott Nave
 Polly Nelson
 Beatrice Nemlaha

Clients Served in 2019

In 2019, ESC served **131 clients** on **211 projects**.

Adat Shalom
American Friends of the Israel
Philharmonic Orchestra
American Jewish University
American Youth Symphony
Antioch University
Bridge Program
Arlington Garden in Pasadena
Art Share Los Angeles
Bayer Center for
Nonprofit Management
Brave Trails
Break the Cycle
Burbank Temple Emanu El
Cactus and Succulent
Society of America
The California Endowment
Caltech Y
CASA of Los Angeles
Catholic Association
of Latino Leaders
The Center at Blessed
Sacrament
Center for Inherited
Blood Disorders
Center for Strategic
Partnerships
Center for the Pacific
Asian Family
Centinela Youth Services, Inc.
Chai Village LA
Charles R. Drew University
of Medicine and Science
Children's Defense
Fund - California
Circle of Friends
City Plants
CLUE: Clergy & Laity United
for Economic Justice
Community Corporation
of Santa Monica
Community Partners
Connections for Children

Coro Southern California
Downtown Women's Center
East LA Community Corporation
East Los Angeles
Women's Center
EmpowHer Institute
The Engineer Factory
EntreNous Youth
Empowerment Services, Inc.
Equality California
EXP
Families Together
of Orange County
Family Health Matters
First Congregational Church
of Los Angeles
Friends of Griffith Park
Friends of Villa Aurora &
Thomas Mann House, Inc.
The Gabriella Foundation
Glendale Arts
Grand Vision Foundation
GrowGood Farm
Harbor Community Clinic
HoldYou Foundation
Immaculate Heart Community
InsideOUT Writers
Institute for Public Strategies
Invertigo Dance Theatre
Jenesse Center, Inc.
Jewish Free Loan Association
Jewish Women's Theatre
Jewish World Watch
JQ International
Junior League of Los Angeles
Kids' Community Dental Clinic
Korean American Family
Services
Korean Community Services
Health Center
Kheir Center
L.A. Works
Learning Rights Law Center

Los Angeles County
Bicycle Coalition
Los Angeles LGBTQ
Chamber of Commerce
Los Angeles Homeless
Services Authority
Los Angeles Museum
of the Holocaust
Los Angeles Parks Foundation
Los Angeles Wellness Station
Lung Cancer Foundation
of America
More Than Sex-Ed
MOSTe
MY HERO Project
Mychal's Learning Place
NewGround: A Muslim-Jewish
Partnership for Change
The Nonprofit Partnership
North County Immigration
and Citizenship Center
Odyssey Charter School
ONEgeneration
Otis College of Art and Design
OUR HOUSE Grief
Support Center
Partners for Pediatric Vision
Peace Over Violence
PLUS ME Project
POPS the Club
PowerMyLearning
The Rabbinical Assembly
Ready, Set, Read!
Richstone Family Center
Safe Parking LA
Sages & Seekers
Salesian Boys and Girls Club
Serve the People
SHARE!
Shelter Art Foundation
Silverlake Independent Jewish
Community Center (SIJCC)

South Bay Children's
Health Center
South Central Los Angeles
Ministry Project
Southern California Grantmakers
Southland Integrated
Services, Inc.
SRD Straightening Reins
St. Barnabas Senior Services
St. Francis Center
St. Mary's Academy
Strength United
Students 4 Students
Su Casa - Ending
Domestic Violence
Sustainable Works
Temple Beth Hillel
Temple Emanuel of Beverly Hills
Theodore Payne Foundation for
Wild Flowers and Native Plants
UCLA TIES for Families
UMMA Community Clinic
Union Station
Homeless Services
UNITE-LA, Inc.
Urban Community Outreach
Valley Jewish Community Center
Variety Boys & Girls Club
Village Arts
VIP, Inc.
The Walker Johnson and Nasia
Legacy Foundation
West Hollywood Community
Housing Corporation
Women's Reproductive Rights
Assistance Project
Young Storytellers Foundation
Youth Business Alliance
Youth Mentoring Connection
YWCA Glendale
YWCA of San Gabriel Valley

VOLUNTEER CONSULTANTS (CONT.)

Susan Nero
Howard Parmet
Teri Paul
Yvette Reiner
Yesmean Ribbany
Jake Rohrer
Nancy Sacks
Prakash Sakraney
Fred Samulon
Karen Schneider
Janet Schulman
Jorge Sciupac
Cliff Scott
Madonna Shannon
Amy Shapiro
Diane Siegfried
Marlene Singer
Harris Sperling
Domestic Violence
Jill Spuehler
Barry Steinberg
Mark Strunin
Robertta Suber*
Ethel Taft
Mel Takata
Ricardo Tejada
Richard Thaler
David Tillipman
Richard Tom
Mary Trigg*
Gene Tuch
Dirk van de Bunt
Michael VanBrauena
Sally Vasen Alter
Linda Wah
Eileen Walker
Lauree Weaver
Lois Weinsaft
Beverly Weise
Jerry Weissman
Jeff Wolfe
Franklin Wurtzel
Tena Yatroussis
Phil Young
Jim Zimring

*Serves on Consultants
Advisory Council

Audited Financials

Statement of Financial Position December 31, 2019

Assets

Current assets	
Cash and cash equivalents	\$492,122
Accounts receivable	218,555
Contributions Receivable	110,000
Prepaid expenses and Other Assets	11,768
Investments	\$1,282,492
Software, net of Accumulated Depreciation of \$17,295 for 2019 and \$10,377 for 2018	28,029
Total assets	\$2,142,966

Liabilities and net assets

Accounts Payable and Accrued Expenses	\$48,788
Deferred revenue	247,246
Total Liabilities	296,034

Net assets

Without Donor Restrictions:

Undesignated	\$134,853
Board-designated Endowment	798,729
Total Net Assets Without Donor Restrictions	933,582

With Donor Restrictions:

Purpose and Time Restricted	422,927
Donor-restricted Endowment	490,423
Total Net Assets With Donor Restrictions	913,350

Total net assets	1,846,932
Total Liabilities and Net Assets	\$2,142,966

Statement of Activities

December 31, 2019

Revenues and Support

	W/out Donor Restriction	W/ Donor Restriction
Grants and Contribution Revenue	\$416,010	\$589,500
Donated Services	3,054,773	-
Program Service Fees	343,467	-
Investment Income (Loss)	119,079	93,821
Net Assets Released from Restrictions	523,419	523,419
Total Revenue and Support	4,456,748	159,902

Expenses

Program Expenses	3,805,111	
Management and General Expenses	281,486	
Fundraising	167,747	-
Total Expenses	4,254,344	-
Change in Net Assets	202,404	-

Net Assets - Beginning of Year

731,178	753,448
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Net Assets - End of Year

\$933,582	\$913,350
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Complete financial statements, with the unqualified report of our auditors, CliftonLarsonAllen, LLP, are available from the offices of ESC.