

A young boy with glasses and a tan cap is smiling and looking towards an adult whose profile is visible on the left. The background is a bright, outdoor setting with trees and a fence.

# **ADAPTATION. INNOVATION. TRANSFORMATIVE CHANGE.**

**2023 REPORT TO THE COMMUNITY**

*Photo courtesy of ESC client Carousel Ranch.*

# Adaptation. Innovation. *Transformative Change.*

Each of us in the nonprofit sector are navigating a landscape of profound change. Along with carrying out our missions, nonprofits are adapting to create new ways to serve the evolving needs of our communities.

In 2022, Executive Service Corps of Southern California embraced these pervasive challenges as a **call to action**. We asked ourselves how we could build ESC into an even more resilient organization, adapt our exceptional consulting corps and unique services in response to the increased vulnerabilities of our sector, and develop transformative initiatives to optimize our impact in Southern California.

The answer for us is a powerful new strategic plan, one that sparks us to design creative solutions to serve our nonprofit clients while relentlessly *getting better at what we do*. We are proud to report that this strategic direction was enthusiastically adopted by our Board in Spring 2023.

Our new vision and mission, the cornerstones of this effort, inspire us to step boldly into the future. We are prioritizing equity and inclusion, delivery of the highest quality services, sustaining ESC's strength and success, improving operational efficiency and use of technology and amplifying ESC's brand as a resource and partner in the nonprofit sector. And we approach the future confidently, building on our solid foundation and record of excellence established through years of hard work and an unwavering commitment to our clients.

We also dedicate ourselves to delivering more customized, complex and creative interventions. Increasingly, we are asked to assist our clients with responses that go beyond "standard" engagements to those that are transformational for both our clients and, significantly, for funders who are pursuing new ways to support nonprofits.

We are deeply grateful to our entire ESC family — our valued nonprofit clients, skilled consultants, staff, Board and funders — for making our past and future achievements possible. You are the inspiration that drives us forward and helps ensure the enduring strength of ESC, our nonprofit ecosystem and the communities we all serve.

With gratitude,



David Factor, *President and CEO*



Laura Survant, *2023 Board Chair*

## Making a LASTING IMPACT

The entire ESC community is mobilized around our new vision and mission statements, which reflect our shared commitment to optimize our impact. We recognize that this is only possible through effective collaboration with our extraordinary nonprofit clients — who are the experts in providing critically-needed services to the communities they know best. We take enormous pride in working alongside them to support so many important causes and make a lasting difference in so many lives.

### Vision

ESC enriches the quality of life in all communities across Southern California.

### Mission

ESC's skilled consultants coach Southern California nonprofits through transformative projects that help them meet the needs of their communities.



#### BOARD OF DIRECTORS

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Lizbeth Nevarez  
Norm Payson  
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Susan Afriat, *Training Manager*  
Teaa Bradley, *Special Assistant to the President*  
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Jane Wright, *Coordinator, Development and Communications*

## Enriching the Next Generation

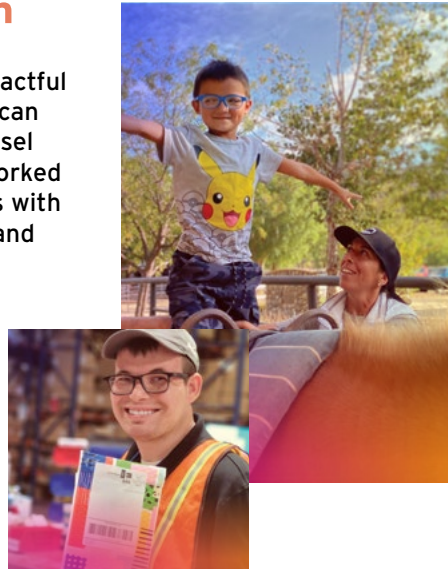
ESC is proud to help nonprofits build a more impactful future. One of the more remarkable approaches can be found in the story of Taylor Adachi and Carousel Ranch. For over 25 years, Carousel Ranch has worked to improve the lives of children and young adults with special needs through their equestrian therapy and vocational training programs.

Taylor, the new Executive Director of Carousel Ranch, began her extraordinary journey with the organization over a decade ago as an intern. Recognizing Taylor's potential and dedication, Denise Redmond, the founder and now-former Executive Director, worked alongside Taylor to prepare her to confidently fulfill this leadership role.



**“We strive to create an environment where every child can and will succeed.”**

**— Taylor Adachi, Executive Director**



To read more and hear Taylor in her own words, please visit:  
[escsc.org/stories/CarouselRanch](https://escsc.org/stories/CarouselRanch)



## THANK YOU TO OUR Generous Supporters!

### FOUNDATION AND CORPORATE SUPPORTERS

#### *Premier Sponsors (\$50,000 and above)*

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MUFG Union Bank Foundation  
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SoCalGas\*

#### *Supporters (\$5,000 – \$9,999)*

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Doris Factor Endowment Fund of the Jewish  
Community Foundation of Los Angeles  
Harold Brown Foundation

#### *Contributors (Up to \$4,999)*

Green Hasson Janks  
Seeley W. Mudd Foundation  
Tenacre Foundation

*\*Collaborative Partners: projects where a funder fully underwrites an ESC learning cohort or a particular client's work with ESC through a consulting project or participation in an institute program.*

# Our 2022 Impact At-A-Glance

Value of Pro Bono Hours **\$2.8 MILLION**

## Clients Served

**76%** BIPOC + Female-Led Organizations

**77%** Organizations Serving Historically Marginalized Communities

**73%** Clients who had worked with ESC before

## Social Justice Sponsorship Fund (SJSF)

SJSF supports BIPOC nonprofit leaders and/or organizations with missions that address racial and social inequities.

The Fund awarded

**\$47,500** to **18** organizations.

## Clients by Budget

Range **\$659 to \$845,367,023**

**24%** under \$500k

**25%** between \$500k-\$1m

**29%** between \$1m-\$5m

**22%** over \$5m

## INDIVIDUAL DONORS

### *Visionaries (\$100,000 and above)*

Joan Payden  
David and Claudia Zuercher

### *Leaders (\$20,000-\$50,000)*

Abner and Roslyn Goldstine  
Scott Weiner and Kimberly Harris

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David and Kathleen Blenko  
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Irwin and Helgard Field  
Kate Ides  
Irwin and Patti Jaeger  
Greg Morrison  
Norm Payson  
Prakash Sakroney

### *Advocates (\$5,000-\$9,999)*

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Michael and Jane Goldberg  
Leslie Johnson  
Robert and Donna Scoular  
Laura Survant

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Gerald and Lorraine Factor  
Ruth Feiler  
Beverly Froelich  
Fregia Harrold  
John and Jamie Krakowski  
R. Alan Lavery and Nina Leong  
Susan Leonard  
Chuck and Peggy Lindahl  
Latimer and Bari Lorenz  
Lizbeth and Matthew Nevarez  
Nancy and William Sacks  
Janet Schulman





## Building a Culture of Leadership

At ESC, we believe that leaders can be found at every level of an organization. Our client SHARE! is a prime example. SHARE! provides affordable, supportive housing and finds homes for those suffering from trauma and other mental health issues.

Ruth Hollman, SHARE!'s CEO, began collaborating with ESC in 2005, and the guidance of her ESC coaches instilled the confidence in her to grow as a leader. In recent years, Ruth has expanded this partnership, providing coaching for managers throughout the organization. This approach has gone on to create extraordinary outcomes for the community, where

26% of people with serious mental illness will get jobs within the first year of being in SHARE! collaborative housing.



**“ESC has really been that cog that fits in, giving us the managerial skills that our people need.”**

— Ruth Hollman, *Founder and CEO*



To read more and hear Ruth in her own words, please visit: [escsc.org/stories/SHARE](https://escsc.org/stories/SHARE)



Harris and Linda Sperling  
Roberta and Howard Suber  
Mary Trigg  
Diana and Robert Walker

### *Friends (Up to \$999)*

Susan Afriat and Steve Hyman  
Judith Bain  
Danielle Benoit  
Teaa Bradley  
Michael and Elaine Bridge  
Heather Briggs  
Bennett and Ruth Brown  
Karen Buxbaum and Ron Kwok  
Linda Camras  
Allison Celosia  
Scott and Nancy Choate  
Megan and Terry Cooper  
Rachel Davenport  
Agapito Diaz and Estela Bensimon  
Marvin Espinoza  
David and Holly Factor  
Richard and Amy Fass  
Sammy Feuerlicht  
Mona Field  
Julia Fischer  
Susan Flaming  
Gwen Flynn  
Vicky Foxworth and Jeff Pressman  
Mark and Sharon Friedman  
Laura Fuhrman  
Jeff Henderson  
Michael and Sheri Hirschfeld  
Leslie and David Horowitz  
Stephanie Kaiser  
Cathy Kaiser  
Tim Kittleson and Michael Donaldson  
Marty and Jill Lasker  
Michael Linsk  
Michael Marshall and Shigeo Yamada  
Renée Martinez  
Larry McCormick  
Georgia Mercer  
Judy and Ron Milestone



# Why We Serve

Our newest cohort of consultants share why they joined ESC and what they hope to achieve.

“Share my passion for  
Los Angeles metro area”  
– Jim Evans

“Make a positive difference in  
the lives of the people I coach”  
– Joyce Fried

“Help nonprofit organizations  
achieve their goals”  
– Antonio Casasloa

“Form new relationships”  
– Mariette Keshishian

“A wonderful channel  
to use my expertise”  
– Ashok Boghani

“Share the wisdom of  
this vibrant organization”  
– Mary Fitzpatrick

“Meet other like-minded people”  
– Ellen Sloan

“The power of collective action”  
– Wayne Stickney

“Providing practical advice  
and helpful resources”  
– Gail Rollman

“Give back to nonprofit leaders”  
– Betty LaMarr



To read complete quotes from our  
consultants, please visit: [escsc.org/  
stories/2022NewConsultantCohort](https://escsc.org/stories/2022NewConsultantCohort)



Eric and Katrice Moore  
Polly and Scott Nelson  
Beatrice Nemlaha  
Ron Nessim  
Felicity Palmer  
Shirley Pascal  
Teri Paul  
John Power  
Yvette and Frank Reiner  
Jake and Andrea Rohrer  
Gail and Fred Rollman  
Ellen Ruderman  
Robert Sainz  
Fred and Marta Samulon  
Liz Schindler Johnson  
Madonna Shannon  
Steven Soltan  
Mark Strunin and Michele DeRosa  
Mel and Patty Takata  
Erin Tanenbaum  
Sandy Tauber-Rosen and Robert Rosen  
Richard and Agnes Thaler  
Gene and Judith Tuch  
Daryl and James Twerdahl  
Priscilla Ulene  
Sally Vasen Alter and Anthony Alter  
Ron Vinje  
Kathy and Michael Walsh  
Lauree Weaver  
Lois Weinsaft  
Frank and Karen Wurtzel  
Phil and Cecily Young

Left to right (back row): Carolyn Williams, Mariette Keshishian, Ashok Boghani, Wayne Stickney, Antonio Casasloa, Jim Evans, Ellen Sloan, James Lott, Gail Rollman  
Left to right (front row): Betty LaMarr, Bernice Conn, Mary Fitzpatrick, Joyce Fried

# Fueled by Collaboration

ESC is proud of our reputation as a trusted capacity-building resource and partner for both clients and funders. Together, we are navigating a landscape of profound change toward our shared goal of creating stronger communities.

Our partnership with the Dwight Stuart Youth Fund (DSYF) is an outstanding example of how nonprofits and funders are collaborating to build a more resilient sector. For over 20 years, DSYF has supported organizations that provide direct services and experiences to underserved children and youth so they may gain values, skills, and confidence to achieve their potential.

Together, we have been able to assemble cohorts of youth-serving organizations that blend group learning and individual coaching, available at no cost to participants. Through this shared commitment to accessible capacity-building, ESC and DSYF are supporting the organizations and individuals lifting up the next generation of leaders.



**“In this era of change and really challenge, we look to our most valuable resource, which is the people”**

**— Wendy Chang, Director**



Learn more about how ESC and DSYF collaborate to address today's issues and support tomorrow's leaders: [escsc.org/stories/DSYF](https://escsc.org/stories/DSYF)



## VOLUNTEER CONSULTANTS

Susan Afriat  
Albert Algaze  
Judy Bain  
Bonnie Barnes  
Natalia Baudin  
David Blenko  
Ashok Boghani  
J. Lee Braly  
Benjamin Breslauer  
Jim Bright  
Karen Buxbaum  
Linda Camras  
Antonio Casasola  
Betsy Cheek  
Scott Choate\*  
John Coleman  
Bernice Conn  
Clarence Daniels  
Rachel Davenport  
Eric DeWeese  
Agapito Diaz  
Lynn Dines\*  
Gail Doi  
Jim Esterle\*  
Roxie Esterle  
James Evans  
Richard Fass  
Sammy Feuerlicht  
Mona Field  
Mary Fitzpatrick  
Susan Flaming  
Gwen Flynn  
Susan Fox  
Joyce Fried  
Mark Friedman  
Beverly Froelich  
Laura Fuhrman  
Kathryn Girard  
Daniel Goodstein  
Thyonne Gordon  
Micah Greenberg  
Stephen Gutwillig  
Jeff Henderson  
Joan Herman  
Michael Hirschfeld  
Clive Hoffman  
Leslie Horowitz  
Leon Janks  
Dale Johnston  
Cathy Kaiser\*  
Gerri Katz  
Mariette Keshishian  
Tim Kittleson  
Yu-Lin Kong  
John Krakowski  
Betty LaMarr

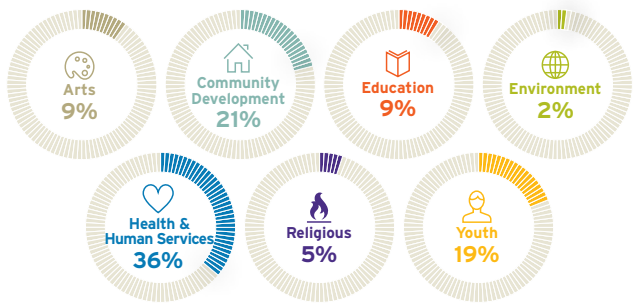


# Who We Serve

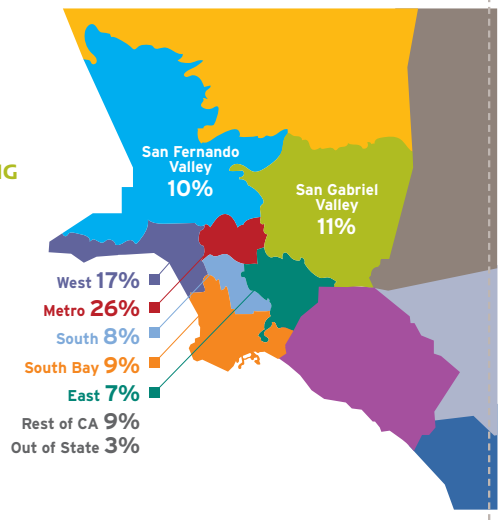
Our consultants contributed **8,925** volunteer hours in 2022 to help nonprofits in the community.



## CLIENTS BY MISSION



## CLIENTS BY REGION



- Marty Lasker
- Al Lavery
- George Leftwich
- Peggy Lennon
- Hugh Leonard
- Susan Leonard
- Elizabeth Leung
- Chuck Lindahl
- Michael Linsk
- Latimer Lorenz
- James Lott
- Brenda Lynch
- Renée Martinez\*
- Ann McMullan
- Asbjorn Melo
- Georgia Mercer
- Judy Milestone
- Francine Moskowitz
- Polly Nelson
- Beatrice Nemlaha
- Susan Nero
- Howard Parmet
- Teri Paul
- Yvette Reiner
- Yesmean Rihbany
- Gail Rollman
- Nancy Sacks
- Prakash Sakraney\*
- Fred Samulon
- Karen Schneider
- Janet Schulman
- Jorge Sciapac
- Cliff Scott
- Madonna Shannon
- Marlene Singer
- Ellen Sloan
- Harris Sperling
- Barry Steinberg
- Wayne Stickney
- Mark Strunin
- Roberta Suber
- Mel Takata\*
- Ricardo Tejada
- Richard Thaler
- David Tillipman
- Richard Tom
- Mary Trigg
- Gene Tuch
- Dirk van de Bunt
- Sally Vasen Alter
- Linda Wah
- Eileen Walker
- Lauree Weaver
- Lois Weinsaft
- Beverly Weise
- Jeff Wolfe
- Phil Young
- Jim Zimring

\*Serves on Consultants Advisory Council

# Clients Served in 2022, by Mission

## ARTS

American Youth Symphony  
Arts for Healing  
and Justice Network  
Arts for LA  
City Hearts: Kids Say Yes  
to the Arts / L.A. Fringe  
Theatre, Inc.  
Film Independent  
Otis College of Art  
and Design\*  
Outfest  
Project X Foundation  
for Art & Criticism  
San Pedro Waterfront  
Arts District  
Santa Monica History  
Museum  
White Hall Arts Academy

## COMMUNITY DEVELOPMENT

Al Wooten Jr.  
Heritage Center  
Asian American  
Professional Association  
Assistance League  
of Long Beach  
Big Sunday  
Center for Asian  
Americans United for Self  
Empowerment (CAUSE)  
Center for Strategic Public-  
Private Partnerships  
Community Asset  
Development Re-defining  
Education  
Corazon  
East LA Community  
Corporation  
Empower Success Corps

Executive Service Corps  
of Central Oklahoma  
Executive Service Corps US  
Friends of Residential  
Treasures: LA  
Insight Garden Program\*  
Korean American  
Family Services  
Leadership Pasadena  
Levitt Pavilions Los Angeles  
NewGround: A Muslim-Jewish  
Partnership for Change  
Our Big Kitchen Los Angeles\*  
Projecto Pastoral  
at Dolores Mission  
Southern California  
Crossroads  
Southern California  
Grantmakers\*  
Streetlights  
Strength United  
The Place4Grace  
Valley Jewish  
Community Center  
YWCA Glendale  
and Pasadena

## EDUCATION

American Jewish University  
California Missions  
Foundation  
EXP  
HelpGuide  
Los Angeles  
Leadership Academy  
MY HERO Project  
Operation Progress L.A.  
Shoes4Grades  
Southeast Community  
Development Corporation  
Swim Up Hill

The Cornucopia Institute\*

## ENVIRONMENT

Arlington Garden  
in Pasadena\*  
North East Trees  
Westwood Greenway

## HEALTH & HUMAN SERVICES

A Community of Friends  
Accidental Impacts Inc.  
Affordable Housing  
Clearinghouse\*  
Alzheimer's Greater  
Los Angeles  
ARC\*  
Association of Community  
Human Service Agencies  
Beit T'Shuvah  
California Farmworker  
Foundation  
Center for the Pacific  
Asian Family  
Child Development Institute  
Chrysalis  
Connections for Children\*  
East Los Angeles  
Women's Center  
Extraordinary Families\*  
Family Promise of South Bay  
Friendship Foundation\*  
HEAR Center\*  
Hope House for the  
Multiple-Handicapped  
Jenesse Center, Inc.  
JQ International  
Los Angeles Center  
for Law and Justice\*  
Los Angeles Homeless  
Services Authority\*

Minority Psychology Network  
My Friend's Place  
PalsNPets  
Peace Over Violence  
Providence Home &  
Community Care\*  
Providence TrinityCare  
Hospice Foundation\*  
Rainbow Services  
RaiseAChild  
Richstone Family Center  
Riverside Area Rape  
Crisis Center\*  
Ronald McDonald House  
Charities of Southern  
California  
Seed House Project  
SHARE!\*  
South Bay Children's  
Health Center  
Southern California  
Counseling Center\*  
SPIRITT Family Services  
St. Barnabas Senior Services  
Swim with Heart  
The Advot Project  
The Campbell Center\*  
Toberman Neighborhood  
Center\*  
Trauma Resource Institute  
Union Station  
Homeless Services\*  
YWCA of San Gabriel Valley\*

## RELIGIOUS

B'nai David-Judea  
Congregation  
Burbank Temple Emanu El\*  
CLUE: Clergy & Laity United  
for Economic Justice  
Shalom Institute\*

The Jewish Federation  
of Greater Los Angeles  
Valley Beth Shalom\*

## YOUTH

A Place Called Home  
Adelante Youth Alliance\*  
After School All Stars  
Los Angeles  
Boys & Girls Club of  
San Fernando Valley  
Brave Trails  
Carousel Ranch\*  
Children's Defense  
Fund - California  
City Youth Exposure  
Coalition for  
Engaged Education\*  
DIY Girls  
East LA Rising  
Youth Foundation  
Foothill Family  
Friends of the Children  
Los Angeles  
iD.A.Y. Dream  
Inner City Visions  
It Gets Better Project  
Outward Bound Adventures  
Pasadena Ronald  
McDonald House\*  
POPS the Club  
Safe Place for Youth  
Salesian Boys and Girls Club\*  
Soul Seated Journey  
Unusual Suspects  
Theatre Company  
Variety Boys & Girls Club\*

\*Worked with ESC on more than one project in 2022

# Financial Statements

## Statement of Financial Position

Year Ending December 31, 2022

### Assets

Cash and Cash Equivalents:	\$594,210
Accounts Receivable:	128,037
Contributions Receivable:	57,500
Prepaid Expenses and Other Assets:	16,749
Investments:	1,683,184
Software, Net of Accumulated Depreciation of \$41,746	10,734
<b>Total Assets:</b>	<b>\$2,597,552</b>

### Liabilities and Net Assets

Accounts Payable and Accrued Expenses:	\$49,858
Deferred Revenue:	267,693
Operating Leases:	107,138
Paycheck Protection Program Loan:	-
<b>Total Liabilities:</b>	<b>424,689</b>

**Total Net Assets:** 2,172,863

**Total Liabilities and Net Assets:** **\$2,597,552**

## Statement of Activities

Year Ending December 31, 2022

### Revenues and Support

	<b>2022 Total</b>	<b>2021 Total</b>
Grants and Contribution Revenue	\$882,073	\$718,224
Donated Services - Consultants	2,830,118	3,343,383
Paycheck Protection Program Loan Forgiveness	155,278	154,988
Donated Goods and Use of Facility	-	28,440
Program Service Fees	461,522	370,818
Investment Income	(175,395)	201,053
Net Assets Released from Restrictions	-	-
<b>Total Revenue and Support</b>	<b>4,153,596</b>	<b>4,816,906</b>

### Expenses

Program Expenses	3,569,550	4,061,028
Management and General Expenses	310,439	285,922
Fundraising Expenses	214,035	210,451
<b>Total Expenses</b>	<u>4,094,024</u>	<u>4,557,401</u>
<b>Change in Net Assets</b>	<b>59,572</b>	<b>259,505</b>

**Net Assets - Beginning of Year** 2,113,291

**Net Assets - End of Year**

**\$2,172,863**

**\$2,172,863**

**1,853,786**

**\$ 2,113,291**

*Complete financial statements, with the unqualified report of our auditors, CliftonLarsonAllen, LLP, are available from the offices of ESC.*