



COMMITMENT + ENERGY = IMPACT
2024 REPORT TO THE COMMUNITY

Photo courtesy of ESC client Advot

We write this with a sense of awe, truly inspired to see so many nonprofits stepping up and committing so deeply to meet the complexities inherent in their work. Despite their own challenges, they have a boundless dedication to serving those who turn to them for help.

In the same way, the ESC community is committed to doing our part to support every organization invested in helping their communities. This is our mission.

We are happy to report that, at the same time, ESC is focused on the new opportunities which abound in times of change. We are re-energizing our work at every level, including:

- + Equipping ourselves to serve — with a high degree of excellence — the full range of nonprofits helping under-resourced and marginalized communities, supporting complex organizations, and partnering with those facing threats to their sustainability and continuity
- + Investing in elevated knowledge and training for our consultants and our clients to strengthen the skills and depth of expertise throughout the sector
- + Enhancing our existing programs and developing new ones — with the goal of enriching the quality of life across Southern California.

Our admiration for our nonprofit clients is profound, and we are deeply grateful to you for trusting us to share your dreams and support your critically-important work. We are also extremely appreciative of our funders, consultants, staff, Board, and partners. Together, with you, we are committed to action and driven to create impact.

With gratitude,



Eric L. Moore, 2024 Board Chair



David Factor, President and CEO

Nonprofit Executive Leads the Charge at ESC

At ESC, centering nonprofits—their staff, volunteers, and the people they serve—is our core value. This focus drives us at every level of our organization.

Our new Board Chair, Eric L. Moore, exemplifies this priority. As the Founder and CEO of Educate California, which helps youth prepare for life after high school, he has dedicated himself to having an impact on our community—now and long into the future—for more than twenty years.

Significantly, Eric is the first nonprofit professional in ESC's history to serve as Board Chair. He understands, first-hand, the challenges and opportunities facing our sector.

“Eric knows how it feels to be a nonprofit professional and do the work we do,” said Leslie K. Johnson, Executive Vice President of Skirball Cultural Center and fellow ESC Board member. “It’s an enormous asset to have a fellow nonprofit leader serve as our Chair. His experience aligns beautifully with ESC’s goals—to strengthen nonprofits of all sizes and missions in our region.”

We are honored to have Eric at the helm, as we continually strive to meet the changing needs of nonprofits.



ERIC L. MOORE
ESC Board Chair
Founder and Executive
Director, Educate California

New Voices in Leadership: Announcing New ESC Board Members

We are pleased to welcome our newest Board members. Each of these leaders brings tremendous value to ESC, providing a wide range of backgrounds, knowledge, expertise, and perspectives.



SAMONA CALDWELL
Director of
Business Connect
Los Angeles Sports and
Entertainment Commission



LAURIE GOLDBERG
President
LG Strategic
Communications



JACKY HOLLER
Senior Vice President,
Business Support
Executive
Bank of America



CHRISTOPHER LEE
Deputy City Attorney
Los Angeles City
Attorney's Office



DIEGO LEMUS
Certified Private
Accountant
Ground Control Business
Management

BOARD OF DIRECTORS

Eric L. Moore, *Chair*
Greg T. Morrison, *Vice Chair*
Leslie K. Johnson, *Secretary*
Abner D. Goldstine, *Treasurer*
Danielle Benoit-Timmons
Ruth Bernstein
Samona Caldwell
William Flumenbaum
Will Ford
Laurie Goldberg
Michael J. Goldberg
Shani Fregia Harrold
Jacky Holler
Kate Ides*
Christopher Lee
Diego Lemus
Norm Payson*
Robert Sainz
Laura Survant
Daryl Twerdahl*
Scott Weiner*
Ex Officio
David Factor, *President and CEO*
Judy Milestone, *Chair, Consultants*
Advisory Council

* Term ended in 2023

STAFF

David Factor, *President and CEO*
Susan Afriat, *Training Manager*
Teaa Bradley, *Special Assistant*
to the President
LC Charity, *Manager, Operations*
Julia Fischer, *Vice President, Client Services*
Stephen Gutwillig, *Senior Advisor,*
Special Projects
Di Lam, *Senior Advisor, Special Projects*
Janet Levine, *Project Manager,*
Client Services
Meghan Maloney, *Director,*
Volunteers and Cohort Programs
Michael Marquez, *Administrator,*
Salesforce and IT
Larry McCormick, *Bookkeeper/*
Associate, Client Services
DW Parker, *Coordinator, Client Services*
Erin Tanenbaum, *Vice President, Operations*
Matthew Wheeler, *Associate Director,*
Development and Communications
Jane Wright, *Senior Coordinator,*
Development and Communications

Uplifting Youth Through the Arts

ESC is privileged to partner with Advot, an organization empowering under-served youth through arts-based programs that teach self-advocacy and healthy relationships. Advot adapts its programs to diverse settings, including juvenile detention facilities, afterschool programs, and youth groups.

Naomi Ackerman, Founder and Executive Director of Advot, has participated in ESC's Dwight Stuart Youth Fund Leadership Cohort, Executive Directors Leadership Institute (EDLI), and Developing Development Program (DDP). In recent years, Advot's budget has grown significantly — increasing from approximately \$300,000 to \$1 million — a growth that mirrors Naomi's own leadership evolution.

Naomi stressed her belief that strong leaders emerge when they are seen, validated, and given a space to be vulnerable — values she found at ESC.



“There is no judgment at ESC. It’s a safe place to problem-solve what you didn’t even know was a problem.”

— Naomi Ackerman, Executive Director, Advot



To read more and hear Naomi in her own words, please visit:
escsc.org/stories/advot



THANK YOU TO OUR

Generous Supporters!

FOUNDATION AND CORPORATE SUPPORTERS

Premier Sponsors (\$50,000 and above)

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Joseph Drown Foundation
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Southern California Edison

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Doris Factor Endowment Fund of the Jewish
Community Foundation of Los Angeles
SoCalGas
William H. Hurt Foundation

Contributors (Up to \$4,999)

Durfee Foundation
Green Hasson Janks
The Seaver Institute

2023 by the Numbers

COMMITMENT

84%
Nonprofit Clients
Serving Historically
Marginalized Communities

78%
BIPOC + Female-Led
Nonprofit Clients

Clients by Operating Budget
Range
\$35,580 to \$845,367,423

37%
<\$1M

42%
\$1M-\$5M

21%
\$5M+

ENERGY

\$2.8+
Million
Value of Volunteer
Hours Provided by
ESC Consultants

Leadership
Development:
2,400 hours

Strategic Planning:
1,934 hours

Fund Development:
639 hours

Board Development:
334 hours

IMPACT



INDIVIDUAL DONORS

Visionaries (\$50,000 and above)

David and Kathleen Blenko
Joan Payden

Leaders (\$20,000-\$49,999)

Abner and Roslyn Goldstine
Scott Weiner and Kimberly Harris
David and Claudia Zuercher

Ambassadors (\$10,000-\$19,999)

Ruth Bernstein
Steve and Anne Factor
Irwin and Helgard Field
Laurie Goldberg
Kate Ides
Greg and Maureen Morrison
Norm Payson
Prakash Sakraney

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

William and Trish Flumenbaum
Michael and Jane Goldberg
Leslie K. Johnson
Robert Ronus
Laura Survant
Mary Trigg

Allies (\$1,000-\$4,999)

Bonnie Barnes
J. Lee Braly
William Burnside
James and Jacqueline Castillo
Bernice Conn
Lynn Dines and Asbjorn Melo
David and Holly Factor
Ruth Feiler
Beverly Froelich
Fregia and Jeffery Harrold
John and Jamie Krakowski
Susan Leonard
Chuck and Peggy Lindahl
Latimer and Bari Lorenz
Lizbeth and Matthew Nevarez
Nancy and William Sacks

Stability and Growth Through Partnership

ESC takes pride in forging deep and lasting partnerships, exemplified by our collaboration with Southern California Counseling Center (SCCC). SCCC is a Los Angeles-based nonprofit that utilizes a volunteer-based approach to provide high-quality and affordable mental healthcare services to those in need.

Michael Koch, Executive Director of SCCC, received invaluable support from his ESC coach, John Coleman, during periods of significant disruption — most notably, the global pandemic and subsequent shift to partial virtual counseling services. With John's guidance, Michael stabilized SCCC and continues to explore new funding and service models to better serve the community.



“Without ESC we would be stuck. We wouldn't be having a conversation about our next phase without you.”

— Michael Koch, Executive Director, Southern California Counseling Center



To read more and hear Michael in his own words, please visit: escsc.org/stories/sccc



Janet Schulman
Harris and Linda Sperling
Jill and Donald Spuehler
Roberta and Howard Suber
Diana and Robert Walker

Friends (Up to \$999)

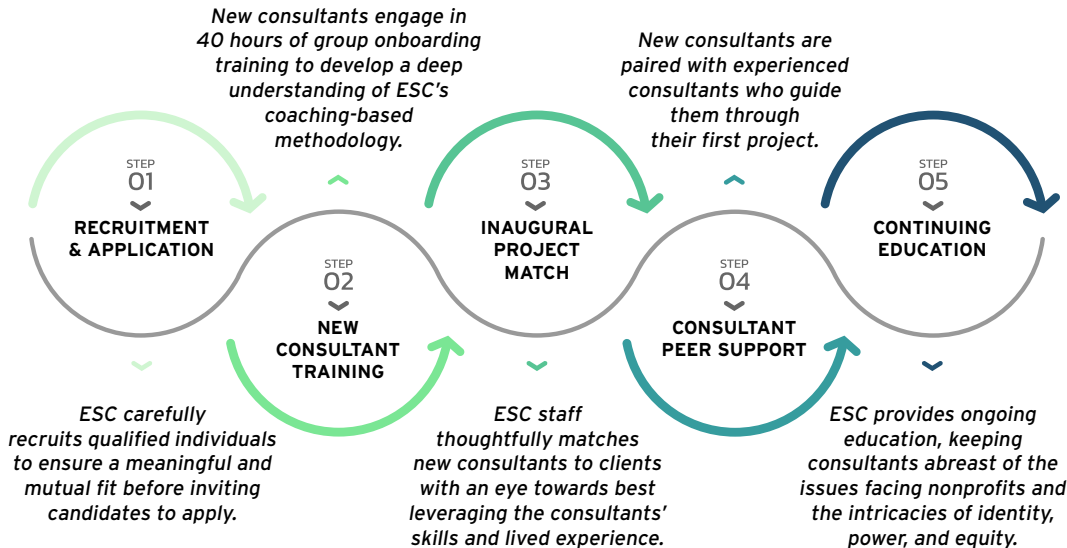
Susan Afriat and Steve Hyman
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William and Barbara Barrett
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Danielle Benoit-Timmons
Teaa Bradley and Scott Evans
Bennett Brown
Karen Buxbaum and Ron Kwok
Samona Caldwell
Linda Camras
Betsy Cheek
Scott and Nancy Choate
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Agapito Diaz and Estela Bensimon
Susan Dunn
Jim and Roxie Esterle
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Mona Field
Julia Fischer and Aaron Baum
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Jeanne Hartley
Jeff Henderson
Joan Herman
Michael and Sheri Hirschfeld
Jacky Holler
David and Leslie Horowitz
Dale and Elsa Johnston

Beyond the Basics: Becoming an ESC Consultant

In 2023, ESC welcomed another outstanding new group of volunteer professionals to our consulting corps. This cohort brings rich and diverse professional and personal experience to ESC in their new roles.

As with our cohorts in the past, this group completed ESC's rigorous vetting, selection, and training processes to prepare them for their critical work with our nonprofit clients.

This is the story of what it looks like to become an ESC consultant:



Cathy Kaiser
Tim Kittleson and Michael Donaldson
Marty and Jill Lasker
Christopher Lee
Diego Lemus
Elizabeth Leung
Janet Levine
Michael Linsk
Michael Marshall and Shigeo Yamada
Renée Martinez
Larry and Renee McCormick
Judy and Ron Milestone
Eric and Katrice Moore
Beatrice Nemlaha
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Daryl and James Twerdahl
Sally Vasen Alter and Anthony Alter
Kathy and Michael Walsh
Lauree Weaver
Beverly Weise
Phil and Cecily Young
Jennifer Zeller
Jim and Madeline Zimring

Elevating Consultant Expertise: ESC Launches Annual Consultant Symposium

In 2023, ESC held its first annual Collective Learning Symposium: “What’s the New Normal?” The Symposium is a critical step in our pursuit of excellence through continuous learning.

Bringing together the insights of our consultants and nonprofit and philanthropic leaders, the day featured:

- + Experiential learning about cultural competency and building a culture of strength through diversity
- + Lively discussions to process our learning together through the prism of our work at ESC
- + Interactive conversation with a panel of ESC clients and funders on the sector today, the factors impacting nonprofits, and what ESC consultants should center in their work.*



Left to right:

Debra Suh (former ED, Center for the Pacific Asian Family, current Board member, Asian Pacific Institute on Gender-Based Violence)

Alyssa Santino (ED of Programs & Operations, Joseph Drown Foundation)



Facilitator: Julia Fischer (VP, Client Services, ESC)

Norayma Cabot (CEO, A Place Called Home)

Adriane Lamar-Snider (CEO, Riverside Area Rape Crisis Center)

*To watch the full panel discussion, please visit:
escsc.org/stories/symposium-2023



VOLUNTEER CONSULTANTS

Susan Afriat
Judy Bain
Barry Bar-El
Bonnie Barnes
Natalia Baudin
Hedy Belttary
Linda Blank
David Blenko
Ashok Boghani
J. Lee Braly
Benjamin Breslauer
Karen Buxbaum
Linda Camras
Betsy Cheek
Scott Choate*
John Coleman
Bernice Conn
Clarence Daniels
Rachel Davenport
Nickie de Verninas
Eric DeWeese
Agapito Diaz
Lynn Dines
Gail Doi
Jim Esterle*
Roxie Esterle
James Evans
Richard Fass
Carol Fern
Sammy Feuerlicht
Mona Field
Mary Fitzpatrick
Susan Flaming
Gwen Flynn
Joyce Fried
Mark Friedman*
Beverly Froelich
Laura Fuhrman
Kathryn Girard
Daniel Goodstein
Thyonne Gordon
Micah Greenberg
Jeanne Hartley
Jeff Henderson
Joan Herman
Michael Hirschfeld
Leslie Horowitz
Leon Janks
Dale Johnston
Cathy Kaiser*
Marianne Keshishian
Tim Kittleson
John Krakowski
Betty LaMarr

An Evolution in Partnership

At the heart of everything ESC does is relationships — the power of people coming together and sharing, listening, and creating. In our ongoing efforts to deepen our relationships with clients and best support our consultants in their work, we formalized the role of Relationship Manager in 2023.

The Relationship Managers are there from “getting to know you” to “always there for you” for consultants and clients alike, reflecting our commitment to understanding and centering the nonprofits and people we serve to create sustainable impact today and into the future.

Working together, ESC’s Relationship Managers leverage their experiences and insights to support each other as well. Through this collaboration, each one can draw on the shared learnings of the group to benefit our consultants and clients.

ESC is a **nonprofit serving nonprofits**, but above all else, it is **people serving people**. That is what our Relationship Managers are all about — supporting our volunteer consultants, our nonprofit clients, and each other in creating real, lasting change in our communities.

To learn more about ESC’s Relationship Managers, and hear how they are working together to amplify impact, visit: escsc.org/stories/relationshipmanagers



JULIA FISCHER
*Vice President,
Client Services*



STEPHEN GUTWILLIG
*Senior Advisor,
Special Projects*



JANET LEVINE
*Project Manager,
Client Services*



- Marty Lasker
 - Al Lavery
 - Peggy Lennon
 - Susan Leonard
 - Elizabeth Leung
 - Janet Levine
 - Michael Linsk
 - Latimer Lorenz
 - James Lott
 - Brenda Lynch
 - Renée Martinez*
 - Ann McMullan
 - Asbjorn Melo*
 - Judy Milestone*
 - Francine Moskowitz
 - Mark Nay
 - Polly Nelson
 - Beatrice Nemlaha
 - Susan Nero
 - Howard Parmet
 - Teri Paul
 - Yvette Reiner
 - Yesmean Rihbany
 - Gail Rollman
 - Nancy Sacks
 - Prakash Sakraney*
 - Fred Samulon
 - Janet Schulman
 - Jorge Sciupac
 - Cliff Scott
 - Madonna Shannon
 - Mark Slavkin
 - Ellen Sloan
 - Harris Sperling
 - Barry Steinberg
 - Wayne Stickney
 - Mark Strunin
 - Roberta Suber
 - Mel Takata
 - Ricardo Tejada
 - Richard Thaler
 - Beth Thomas
 - David Tillipman
 - Richard Tom
 - Mary Trigg
 - Gene Tuch
 - Sally Vasen Alter
 - David Viar
 - Linda Wah
 - Eileen Walker
 - Lauree Weaver
 - Lois Weinsaft
 - Beverly Weise
 - Jeff Wolfe
 - Phil Young
 - Jim Zimring
- *Serves on Consultants Advisory Council*

Clients Served in 2023, by Mission

ARTS

A Window Between Worlds*
Justice for My Sister
Otis College of Art
and Design*
Outfest*
Redlands Symphony
Association
San Pedro Waterfront
Arts District*

COMMUNITY DEVELOPMENT

Arlington Garden in
Pasadena*
Asian American
Professional Association*
Assistance League
of Long Beach
Catalyst California
Center for Strategic Public-
Private Partnerships*
Community Asset
Development Re-defining
Education*
Community Corporation
of Santa Monica*
Executive Service
Corps - US*
GEPI Gender Equity
Policy Institute
InnerCity Struggle
Korean American
Family Services*
Kounkuey Design Initiative*
Miry's List*
NewGround: A Muslim-Jewish
Partnership for Change*
Our Big Kitchen Los Angeles*

Southern California
Crossroads*
Southern California
Grantmakers*
Strength United*

EDUCATION

Academy for Jewish
Religion California*
California Missions
Foundation
CARS (College Access,
Readiness & Success)
College Access Plan
College Match*
EXP*
Griffith Observatory
Foundation*
HelpGuide*
League of Women Voters
of Greater Los Angeles*
Los Angeles Leadership
Academy*
Operation Progress L.A.
Shoes4Grades*
SIATech Schools
Swim Up Hill
USC Center for Enrollment
Research, Policy and
Practice (USC CAC
program)
USC McMorrow
Neighborhood Academic
Initiative

HEALTHCARE

Alzheimer's Greater
Los Angeles
HEAR Center*
Norooc Clinic Foundation*

Providence Home &
Community Care*
Providence TrinityCare
Hospice Foundation*
South Bay Children's
Health Center*

HUMAN SERVICES

Advot*
Affordable Housing
Clearinghouse*
ARC*
Aurelia Foundation*
Beit T'Shuvah*
California Women's
Law Center
CASA of Los Angeles*
Casa Treatment Center
Center for the Pacific
Asian Family*
Chrysalis
Connections for Children*
East Los Angeles
Women's Center*
Extraordinary Families*
For The Child
FosterAll*
Friendship Foundation*
Home Again LA*
Hope House for the
Multiple-Handicapped*
Imagine LA*
Jenese Center, Inc.*
Los Angeles Homeless
Services Authority*
Los Angeles Worker
Center Network*
Mass Liberation
My Friend's Place*

ONEgeneration*
OPICA Adult Day Care and
Caregiver Support Center*
OUR HOUSE Grief
Support Center*
PaisNPets
Pasadena Ronald
McDonald House*
Peace Over Violence*
Program for Torture Victims
Public Interest Law Project
Rainbow Services*
Richstone Family Center*
Riverside Area Rape
Crisis Center*
Ronald McDonald House
Charities of Southern
California*
Seed House Project*
Sexual Assault Response
Services of Southern Maine
SHARE!*
Southern California
Counseling Center*
St. Barnabas Senior
Services*
Su Casa - Ending
Domestic Violence*
The Campbell Center*
Trauma Resource Institute*
Union Station
Homeless Services*
WISE & Healthy Aging
YWCA of San Gabriel Valley*

RELIGIOUS

B'nai David-Judea
Congregation*
Burbank Temple Emanu El*

Nefesh LA
Silverlake Independent
Jewish Community
Center (SIJCC)*
Sinai Temple
The Jewish Federation of
Greater Los Angeles*

YOUTH

A Place Called Home*
Boys & Girls Club
of San Fernando Valley
Boys and Girls Club
of Los Angeles Harbor
Business of Student
Success (BOSS)
C5LA
Carousel Ranch*
Children's Defense
Fund - California*
DIY Girls*
East LA Rising Youth
Foundation*
EntreNous Youth
Empowerment
Services, Inc.*
Foothill Family*
Friends of the Children
Los Angeles
iD.A.Y. Dream
Inner City Visions
Legacy LA
Mar Vista Family Center*
Salesian Boys and Girls Club*
Soul Seated Journey
The Paratum Scholars
United Friends
of the Children
Variety Boys & Girls Club*

*Worked with ESC on more than one project in 2023

Financial Statements

Statement of Financial Position

Year Ending December 31, 2023

Assets

Cash and Cash Equivalents:	\$652,263
Accounts Receivable:	163,950
Contributions Receivable:	95,091
Prepaid Expenses and Other Assets:	20,446
Investments:	1,802,908
Software, Net of Accumulated Depreciation of \$45,324	38,431
Right of Use Assets - Operating	59,615
Total Assets:	\$2,832,704

Liabilities and Net Assets

Accounts Payable and Accrued Expenses:	\$64,913
Deferred Revenue:	442,862
Operating Leases:	53,155
Paycheck Protection Program Loan:	-
Total Liabilities:	560,930

Total Net Assets: 2,271,774

Total Liabilities and Net Assets: **\$2,832,704**

Statement of Activities

Year Ending December 31, 2023

Revenues and Support

	2023 Total	2022 Total
Grants and Contribution Revenue	\$840,694	\$882,073
Donated Services - Consultants	2,826,936	2,830,118
Paycheck Protection Program Loan Forgiveness	-	155,278
Donated Goods and Use of Facility	10,800	-
Program Service Fees	438,002	461,522
Investment Income (loss)	278,671	(175,395)
Net Assets Released from Restrictions	-	-
Total Revenue and Support	4,395,103	4,153,596

Expenses

Program Expenses	3,679,197	3,569,550
Management and General Expenses	360,388	310,439
Fundraising Expenses	<u>256,607</u>	<u>214,035</u>
Total Expenses	<u>4,296,192</u>	<u>4,094,024</u>
Change in Net Assets	98,911	59,572

Net Assets - Beginning of Year

2,172,863

2,113,291

Net Assets - End of Year

\$2,271,774

\$2,172,863

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



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