



2019
**ANNUAL
REPORT**

REPORT TO
THE COMMUNITY

 **ESC** | Executive Service Corps
of The Triangle



A LETTER FROM OUR BOARD CHAIR



2019 ESC Board Members

Elizabeth Bass

Samantha Bureau-Johnson

Jean Cox

Megan Gift

Saleem Hussaini

Bobby Kanoy

Craig Landwehr

Candice Miles

Morgan Quattlebaum

Chris Wallace

Reflecting on my first year leading this 33-year-old organization as Board Chair, I find that my pride in ESC has increased significantly. Our small but mighty nonprofit organization has served over 200 local nonprofit organizations in the Triangle this year, each with a mission of somehow improving the quality of life in our community, in some specific manner, usually with very limited resources. I encourage you to read the success stories published here in this annual report to the Community.

Another, equally important, source of pride is the quality of our coaches and consultants. The talent, experience, professionalism, and passion of these people is an inspiration to our Staff, our Board, and our Clients. This past year we have increased the number, as well as the diversity of our volunteer army. Additional training and alignment sessions have been implemented, accordingly. We find ourselves in a much better position to serve the evolving needs of our nonprofit community in the decade ahead.

Regarding those evolving community needs, we find an increased appetite for training and support, delivered in creative new ways. In partnership with the NCSU Institute of Nonprofits, UNC-Chapel Hill's MBA program with focus on Nonprofits, Duke's Fuqua on Board, and the Triangle Community Foundation, we are increasing our focus on underserved communities of color. Accordingly, in addition to our flagship Board Leadership Boot Camp series, you will see new service offerings in Leadership Skills for Executive Directors, as well as additional workshops and roundtables for nonprofit staff. All these are in addition to our historic and important core services of coaching, strategic planning, board development and various kinds of functional assessments.

To support our continued quest to improve the quality of life in our community, our Board and Staff will be strengthening existing partnerships, as well as seeking new partnerships in the years ahead. We very much appreciate the outstanding support we have received and look forward to delivering even more impact to the nonprofit community, and the people they serve.

A handwritten signature in black ink that reads "Craig Landwehr". The signature is fluid and cursive, written over a light gray background.

Craig Landwehr

ESC of the Triangle

Chairman of the Board

OUR 2019 IMPACT

203 Individual Organizations impacted by ESC services or programs.

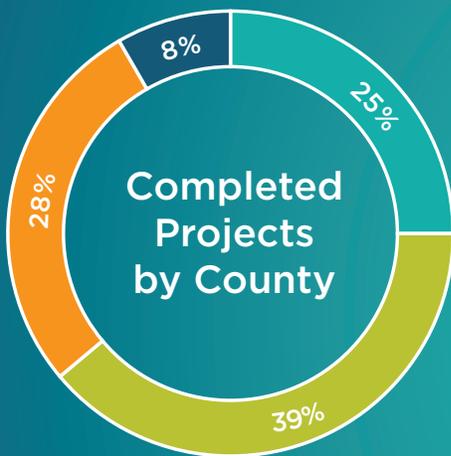
82 Individual projects completed with **54** different organizations.

8 Workshops offered to the Community on the following subjects:

76 Volunteers on file with **71** of those actively engaged on a project.

2 Cohorts of **25** participants completed the ESC Board Development Boot Camps.

- Management Series: Building Company Culture & Employee
- Management Series: Nonprofit Performance Reviews and Appraisals
- Integrating Diversity, Equity and Inclusion: A Journey to Belonging
- Management Series: Supervision 101
- Risk Management
- Foundation Grant Writing
- Marketing and Communications
- Finances and Budgeting in Nonprofit Organizations



■ Durham
 ■ Wake
 ■ Orange
 ■ Chatham



■ Arts, Culture and Humanities
 ■ Education and Research
 ■ Environment and Animals
 ■ Health
 ■ Human Services
 ■ Public, Societal Benefit
 ■ Religion Related



■ Strategic Planning
 ■ Staff Retreat Facilitation
 ■ Human Resources Consulting
 ■ Financial Assessment
 ■ Executive Coaching
 ■ Board Retreat Facilitation
 ■ Board Development
 ■ Custom



■ Over \$3M
 ■ \$751K-\$3M
 ■ \$301K-\$750K
 ■ \$0-\$300K

COMMUNITY IMPACT

STEP UP DURHAM



Adults and children transforming their lives through employment and life skills training.

Step Up Durham was a participant in one of the 2019 Board Development Boot Camp Sessions that ESC offered to non-profits in the Triangle community. Their experience in the Boot Camp showed them what while StepUp was creating real employment opportunities for over 100 participants in Durham, there was a still a large need for much more to “transform adult and children lives through employment and job skills training.” The Executive Director and the Board Chair approached ESC to create a 3-year strategic plan with the help of experienced ESC Consultant Jim Kinney.



“Working with ESC has allowed the staff and board the space to name where we are now and where we want to go. It is easy to look down and get caught up in the daily operations and forget the bigger picture. ESC is allowing us to look up and out into the future.”

– Syretta Hill, Executive Director

FAMILIES MOVING FORWARD

Families Moving Forward helps families in the crisis of homelessness find their way home. They provide temporary housing, case management, skills education, and connection to community resources to help parents and children thrive in stable homes.

“ESC had the privilege of facilitating a Board Retreat for Families Moving Forward of Durham to assist them with brainstorming around the three long term issues facing the organization. The ideas generated helped them to prepare for an update to their Strategic Plan that ESC facilitated for them in 2017. ESC helped the Board think more broadly about their challenges and come up with more innovative ideas. Ad hoc committees were formed to implement the opportunities that were identified so there was continual movement forward.”

– Marilyn Longman, ESC Executive Coach



PARDONED BY CHRIST

To restore lives affected by incarceration. To reach out to people affected by incarceration, who will receive the love and provision that is found in Jesus Christ. To restore individuals and their families to our communities through in prison, transitional, and community programs.

This project was conducted by two experienced ESC Consultants Art Zucker and Ken Waters, who has recently joined the ESC Board!



“ESC was a great organization to work with as Pardoned by Christ worked to identify and develop the required structure, we need to take our ministry to the level of organization that will truly deliver on what our clients need.

ESC was amazing to work with throughout the entire process and lead us through a Strategic Focus workshop. They were always very prepared and led us professionally through activities to develop specific action plans, owners and timelines to create the organization structure we need. They did not give us a canned response of activities to go do, they took the time to learn about our needs and skills and crafted a customized plan explicitly to address our organization. Their patience and flexibility was awesome - especially since we were such a small group of volunteers - and we felt they genuinely wanted to help make our organization stronger. We could tell that through the amount of effort and energy they applied to working with us.

- Joe Doman, Board Chair



“We worked with ESC consultants on our strategic plan. They were really great to work with - they helped us have challenging conversations, restructure and refocus our committees, logically think through who we are and where we need to go, and ultimately guided us to develop a solid strategic plan for our organization.”

- Erin Kauffman, Executive Director.

DURHAM CENTRAL PARK, INC

DCP's sole mission is to create and sustain a unique urban park to engage the Durham community.



COMMUNITY IMPACT

EXTENDED GRACE AND WAKE COUNTY HUMAN SERVICES



ESC had a unique opportunity this year to partner with Grassroots Nonprofit Leadership Academy, a collaborative effort between NCSU's Institute for Nonprofits, NC Cooperative Extension of Wake County Center and Wake County Human Services to provide Coaching Services to organizations such as Extended Grace. While in the program, these organizations benefited from group coaching and experience sharing led by our own innovative ESC Consultant, David Gettles. At the programs end, each participant provided a short synopsis of what they intended to do with the knowledge gained from their experiences from the program. Extended Grace was chosen as a winner and was awarded both a nice cash prize along with a scholarship for either Executive Coaching or Board Development through ESC.

Extended Grace provides hygiene services utilizing their mobile shower truck to give hot showers, toiletries and employment leads to homeless men, women and families in hopes to restore their dignity and emotional health so they can become employable and productive citizens in society.

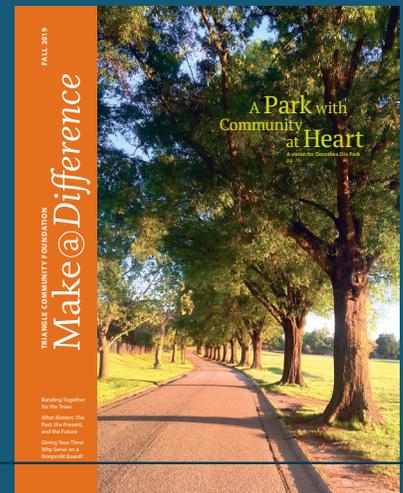
“The former Executive Director Michael and Consultant Paul Bamford were a tremendous blessing to me. They shared their expertise in successfully operating a nonprofit organization. Through their kindness and wisdom, I was able to expand my mobile shower service to 2 mobile shower trucks. I used their wisdom to grow my service area to 10 locations within 2 counties Wake and Durham. I greatly appreciate them beyond words.”

– Vivian Johnson, Founder Extended Grace NC, Inc.

TRIANGLE COMMUNITY FOUNDATION HIGHLIGHTS EXECUTIVE SERVICE CORPS OF THE TRIANGLE

Executive Service Corps of the Triangle was honored by being featured in the Fall 2019 Triangle Community Foundation magazine where they highlighted the impact of ESC's Boot Camp Series in our community. Funded by Triangle Community Foundation, ESC's Boot Camp brings together members of nonprofit board leadership teams for a series of training sessions, with a new group of 25 organizations announced twice a year. The series is aimed at board chairs and board members who are key to board leadership, and the goals are to strengthen the performance of nonprofit boards of directors, increase understanding of roles, and promote better board leadership through increased knowledge.

To read more about the work ESC is doing to help maximize the impact of our services, read the full article at <https://trianglecf.org/wp-content/uploads/2019/11/97967-Fall-Magazine-TrimSize.pdf>



“Board members play such an integral role in the nonprofit sector. We are thrilled to partner with ESC to provide important programs like the Board Bootcamp to equip them with the knowledge and skills to be more effective leaders for nonprofits across the Triangle.”

– Tanaya Suddreth Lynch, Triangle Community Foundation

UNIQUE ORGANIZATIONS IMPACTED BY ESC

100 Black Men Triangle East, Inc.
Addiction Professionals of North Carolina
Advance Community Health
AFP Triangle
A Helping Hand
ALS Society NC Chapter
Alzheimer's Association of NC
America Red Cross of Central NC
Amina's Gift, Inc.
Animal Protection Society of Durham
Artspace
Athena of the Triangle
Availforce
Axa Advisors, LLC
Beth El Synagogue
Book Harvest
Boomerang Youth, Inc.
Bridging the Gap CDC
BUMP: The Triangle
CAM Raleigh
Camp Corral
Carolina Psychoanalytic
Carolina Student Legal Services
Cary Playwrights' Forum
Center for Volunteer Caregiving
Central Park School for Children
Centre for Economic Development
Chapel Hill Historical Society
Chapel Hill-Carrboro Meals on Wheels
Chapel Hill-Carrboro Public School Foundation
Chatham Animal Rescue and Education
Chatham Chamber of Commerce
Chatham Council on Aging
Chatham County Partnership for Children
Chatham Literacy
Chatham Outreach Alliance, Inc
Child Care Services Association
Communities In Schools of Wake County
Community Home Trust
Compass Center for Women and Families
Conservation Trust for North Carolina
CORA Food Pantry
CORRAL Riding Academy
Counter Tools
Don't Waste Durham
Dream Coat Ministries
Durham Art Guild
Durham Central Park
Durham Housing Authority
Durham Literacy Center, Inc.
Durham Savoyards, Ltd.
El Centro Hispano
El Pueblo
Eno River Association
Environmental Educators of North Carolina (EENC)
Extended Grace
Families Moving Forward
Families Together
Family Life Coaching Association
Family Promise Wake
Fanny Lou Hamer Institute for Advocacy
FIGS (Filling in Gaps) of Wake County
First In Families of NC
Foundation for Health Leadership & Innovation
Friends of the Durham Library
Fuquay-Varina UMC
Geode Insights

Girls on the Run
Guatemalan Student Support Group
Habitat for Humanity Orange County NC
Helps Education Fund
Hemophilia of North Carolina
Horse and Buddy
Horses for Hope TRC, Inc.
Immersion for Spanish Language Acquisition
International Focus NC
International Society on Thrombosis and Haemostasis
ISLA
ISTH
JBQ Charitable Foundation
Jewish Federation of Durham-Chapel Hill
JusticeMatters, Inc.
Keep Durham Beautiful
Kidznotes
King's Park
Kiran
Know the System
Kramden Institute
L'Arche North Carolina
Latino Educational Achievement Partnership
Learning Together
LGBT Center of Raleigh
LGBTQ Center of Durham
Lighthouse Project, The
Lillian's List
Lucy Daniels Center for Early Childhood dba Lucy Daniels Center
Lung Cancer Initiative
Male Contraception Initiative
Mallarme Chamber Players
Marbles Kids Museum
Marian C. Jackson Center
Me Fine Foundation
Meals on Wheels Durham
Meals on Wheels Wake County
Milestones Culinary Institute
Morrisville Innovation Foundation (a program of the Morrisville Chamber of Commerce)
Musical Empowerment
NAMI Wake County
NARAL Pro-Choice North Carolina
NC Alliance for Public Charter Schools
NC Association of County Directors of Social Services
NC Child
NC Commission on Racial and Ethnic Disparity in the Criminal Justice System
NC Council of Churches
NC Hillel
NC MWBE Coordinators' Network
NC Specialty Food Organization
NC Therapeutic Riding Center
NC Urban Forest Council
NC Victim Assistance Network
NC Women United
NCSSM
NCSU Institute for Nonprofits
North Carolina Asian Americans Together
North Carolina Coalition Against Domestic Violence
North Carolina Fragile X Foundation
North Carolina Genealogical Society
North Carolina Society of Surveyors
North Carolina Veterans Business Association
North Raleigh Ministries
Note in the Pocket
OE Enterprises, Inc.

Orange County Partnership for Young Children
Orange County Rape Crisis Center
Orange County Rural Alliance (OCRA)
Pack for a Purpose
Pardoned By Christ
Partnership for the Advancement of Children's Health
Passage Home Raleigh
Peak Lab Rescue
PetPalsNC
Piedmont Health SeniorCare
Piedmont Health Services, Inc.
Pleiades Arts
Porch Communities
Power of the Dream
Prevent Blindness NC
Project Access Durham
Project Enlightenment Foundation
Providence: A Christian Montessori Community
Psychoanalytic Center of the Carolinas
PTSD Foundation of America
Pupusas for Education
Raleigh City Farm
Read and Feed
Reality Ministries
SAFEchild
SECU Family House at UNC Hospitals
Senior PharmAssist
Southern Documentary Fund
St. Stephen's Episcopal Church
StepUp Durham
Stomp the Monster NC
Student Action with Farmworkers AND Center for Documentary Studies
SwingPals, Inc
TABLE, Inc.
The Arts Center
The Carrack
The Forest at Duke
The Forge Initiative, Inc.
The Happy Tooth Foundation
The Hope Center at Pullen
The Keshav Deo Foundation for Humanity
The Marian Cheek Jackson Center
The Scrap Exchange
Threshold, Inc
THRIVE Durham
Training Industry, Inc.
Transitions LifeCare
Triangle Aphasia Project Unlimited
Triangle Bikeworks
Triangle Ultimate
Urban Ministries of Durham
USO of NC
Village of Wisdom, INC
Volunteers for Youth, Inc.
Wake County Human Services
Wake County Smart Start
Wake Smiles
Walltown Children's Theatre
Willow Oak Montessori
Witness for Peace
WomenNC - NC Committee for CSW-CEDAW
Women's Birth and Wellness Center
YM4C Enterprises
YNPN Triangle NC
You & Five-O, LLC
Youth LEAD NC

DONORS

INDIVIDUAL DONORS

James Andelman
Linda Anderson
Elizabeth Bass
Ann & Bill Burch
Thomas Campbell
Thomas & Cathy Cogswell
Jean Cox
Tammy Dunne
David Gettles
Megan & Barrett Gift
Susan Hester
Saleem Hussaini
Daniel Janssen
Samantha & Brad Johnson

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Craig & Cindy Landwehr
Marilyn & Douglas Longman
Rick & Karen Matson
Edward & Connie McCraw
Candice Miles
David Pottenger
Morgan Quattlebaum
Harold Sellars
Leigh-Anne & Steve Spokane
Chris Wallace
Carol Wilcox
Michael Williams
Art Zucker

DONATIONS FROM CORPORATIONS & FOUNDATIONS

Triangle Community Foundation
Benevity Community Impact Fund
BIN Charitable Foundation
Blue Cross and Blue Shield of North Carolina Foundation
Foundation for the Carolinas
Fox Family Foundation

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Executive Service Corps
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