TRANSFORMATIONAL CHANGE

Professional, Affordable Consulting for Nonprofits

2015 Report to the Community

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Michael Williams
Jiid Zimmerman
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Executive Service Corps
of The Triangle

919-294-9805 | info@esctriangle.org | www.esctriangle.org

Office: 800 Park Offices Drive, Durham, NC 27709 | Mail: P.O. Box 14754, Durham, NC 27709
A LETTER FROM OUR BOARD CHAIR

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Craig Landwehr
ESC of the Triangle
Chairman of the Board

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2019 ESC Board Members
Elizabeth Bass
Samantha Bureau-Johnson
Jean Cox
Megan Gift
Saleem Hussaini
Bobbi Kanoy
Craig Landwehr
Candice Miles
Morgan Quattlebaum
Chris Wallace

2018 Report to the Community
ESC of the Triangle Board of Directors
Chris Wallace
Candice Miles
Bobby Kanoy
Megan Gift
Samantha Bureau-Johnson

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Chris Wallace
Candice Miles
Bobby Kanoy
Megan Gift
Samantha Bureau-Johnson

The 2018 ESC Board of Directors report our annual progress and remain excited about increasing our impact in the community.

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Addiction Professionals of North Carolina
Advance Community Health
AIP Triangle
A Helping Hand
AcSIC, Service NC Chapter
Alzheimer’s Association of NC
American Red Cross of the Central NC
America’s Gift, Inc.
Animal Protection Society of Durham
Amirpoo
Arm of the Triangle
Audifone
Asia Advisors, LLC
Beau D’Orangemont
Beck Hammett
Benchworking, Inc.
Bridging the Gap CDC
BRDF, The Triangle
CAM Raleigh
Camp Carroll
Carolina Psychanalysts
Carolina Student Legal Services
Carpe Diem/Cancer Forum
Center for Volunteer Congregating
Centre for Economic Development
Chapel Hill Historical Society
Chapel Hill-Carrboro Schools Meals on Wheels
Chapel Hill-Carrboro Public School Foundation
Chapel Adult和a and Education
Child and Family HIV/AIDS Care
Children’s Ministry
Children’s Ministry Alliance, Inc.
Child Care Resource
Community Congregations in Schools of Wake County
Community First Trust
COMPASS Center for Women and Families
Converse Foundation of North Carolina
CSU Social Work
CSUBA Riding Academy
Center for Children
Don’t Waste Durham
Dream Care Ministrion
Durham Art Guild
Durham Central Park
Durham Housing Authority
Durham Literacy Center, Inc.
Durham Sambos, Ltd.
El Centro Hispano
El Publico
Eve-Row Association
Environmental Educators of North Carolina (EENC)
Extended Grace
Families Moving Forward
Families Together
Family Life Coaching Association
Family Promise-Wake
Family Support Network
Fayetteville (Fayette) Foundation
FCS (Fighting Conclusion in our County)
First In Families of NC
Foundation for Health Leadership & Innovation
Friends of the Durham Library
Keith Haring Arts
Sara Singer

Girls on the Run
Guatemalan Student Support Group
Habitat for Humanity Orange County NC
Helps Education Fund
Hospice of North Carolina
Home and Family
Homes for Hope, Inc.
Innovators for Spanish Language Acquisition
International Focus NC
International Society on Thrombosis and Haemostasis
ISF
JDRF
Jewish Federations of Durham-Chapel Hill
Junior League, Inc.
Keep Durham Beautiful
Kodak
King’s Park
Korean
Korean American Institute
L’Arche North Carolina
Latin American Educational Achievement Partnership
Learning Together
LGBT Center of Raleigh
LGBTQ Center of Durham
Lightbridge Project, The
Lindsey’s List
Lung Cancer Centers
Lucy Daniels Center for Early Childhood (aka Lucy Daniels Center
Madden Family
Make a Difference Involvement
Madonna
Malawi Child Vans
Marian Center
Meals on Wheels Durham
Meals on Wheels Wake County
Millennium Culinary Institute
Mimosa Innovation Foundation (a program of the Mimosa Chamber of Commerce)
Musical Empowerment
NAMI Make-A-Seat
NAPAL 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 Village
NC NAMIE Coordinator’s Network
NC Specialty Food Organization
NC Supportive Housing
NC Therapeutic Riding Center
NC Urban Temple Council
NC Vector Assistance Network
NC Women United
NCICM
NCSU Institute for Nonprofits
North Carolina Asian Americans Together
North Carolina Coalition Against Domestic Violence
North Carolina Indian Education Foundation
North Carolina Genealogy Society
North Carolina Parole Board
North Carolina Hispanic Business Association
North Raleigh Ministers
Not in the Pod
OE Enterprises, Inc.
Orange County Partnership for Young Children
Orange County Rape Crisis Center
Orange County Rural Housing Alliance
Park for a Purpose
Partnership for the Advancement of Children’s Health
Passage Home Raleigh
PawLif Rescue
PrufAcNC
ProHealth SeniorCare
ProHealth Services, Inc.
Psoriasis Arts
Porch Communities
Power of the Dream
Present BirderNC Inc.
Project Access Durham
Project Enlightenment Foundation
Provider A Christian Montessori Community
Psychological Center of the Carolinas
PTSD Foundation of America
Purposes for Educators
Radford City Farm
Read and Feed
Real World Ministries
SAMU
SCC Family Housing at UNC Hospitals
Senior Assistance
Senior Solutions
St. John’s Episcopal Church
St. Mary’s Episcopal Church
Stamps the Monster NC
Student Action with Farmworkers and Center for Documentary Studies
Swangirlz, Inc.
TSAFE, Inc.
The Arts Center
The Carrick
The Ernest & Young Initiative, Inc.
The EpiCenter
The Family Project
The Family Place
The Happy Touch Foundation
The Hope Center of Falls Church
Three Kayaks: Inc. Foundation for Humanity
The Maxis Church Jacksonville
The Grouper
ThinhIvb
TIMBER Durham
Training Industry, Inc.
Translators in Care
Triangle Aphasia Project Unofi
Triangle Bilingual
Triangle Uli
Urban Ministries of Durham
USD of NC
Village of Innovation, Wake
Volunteer Network, Inc.
Wake County Human Services
Wake County SmartStart
Wake Cricket
Wallace Children’s Haven
Willa Ox Mountain
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Women’s Health and Wellness Center
WOMC
Womens crises
YMCA Triangle NC
Youth First, LLC
Youth LAAO NC

EXECUTIVE SERVICE CORPS OF THE TRIPLE

2019 ANNUAL REPORT

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COMMUNITY IMPACT

EXTENDED GRACE AND WAKE COUNTY HUMAN SERVICES

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TRIANGLE COMMUNITY FOUNDATION HIGHLIGHTS

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- Management Series: Building Company Culture and Employee Engagement
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- Executive Series: A Journey to Belonging and Inclusion: A Journey to Belonging
- Management Series: Building Company Culture and Employee Engagement
- Risk Management
- Grant Writing
- Marketing and Communications
- Finance and Budgeting in Nonprofit Organizations

2019 ANNUAL REPORT

EXECUTIVE SERVICE CORPS of The Triangle
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 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

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.

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 where 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

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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.

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Volunteers on file

The following shows the percent of those actively engaged on a project.

Our 2019 Impact

Completed Projects by County

<table>
<thead>
<tr>
<th>County</th>
<th>Projects</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Durham</td>
<td>28%</td>
<td></td>
</tr>
<tr>
<td>Wake</td>
<td>39%</td>
<td></td>
</tr>
<tr>
<td>Orange</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Chatham</td>
<td>2%</td>
<td></td>
</tr>
</tbody>
</table>

Mission Class Service Area

Completed Projects by ESC Service Type

<table>
<thead>
<tr>
<th>Service Type</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic Planning</td>
<td>16%</td>
</tr>
<tr>
<td>Staff Retreat Facilitation</td>
<td>15%</td>
</tr>
<tr>
<td>Human Resources Consulting</td>
<td>6%</td>
</tr>
<tr>
<td>Financial Assessment</td>
<td>9%</td>
</tr>
<tr>
<td>Executive Coaching</td>
<td>7%</td>
</tr>
<tr>
<td>Board Retreat Facilitation</td>
<td>7%</td>
</tr>
<tr>
<td>Board Development</td>
<td>5%</td>
</tr>
<tr>
<td>Custom</td>
<td>0%</td>
</tr>
</tbody>
</table>

Client Size by Client Annual Revenue

- Over $1M
- $500K-$750K
- $250K-$500K
- $50K-$250K
- $0-$50K

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America Red Cross of Central NC
Army's Girl Inc.
Arts Change Community
Ashland
Association of the Triangle
Availrace
Ava. Addisom, LLC
Belt U.S.
Berk Horowitz
Berwyner News末 Inc.
Bridging the Gap CDC
BWFUH
The Triangle
CBM Raleigh
Camp Goodson
Carolina Psychographics
Carolina Student Legal Services
Cary Rosegarden Forum
Center for Indigent Caregiving
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Compas Center for Women and Families
Concern of Trust for North Carolina
CSBMW Road Rangers
CSBMW Riding Academy
Crenteum
Dirt Bike Durham
Durst Clean Ministries
Durham Art Guild
Durham Central Park
Durham Housing Authority
Durham Literacy Center, Inc.
Durham Sanitation, Inc.
E Centro Hispano
EPark
EpiCares
E-Science Association
Environment United of North Carolina (EUNCF)
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Families Together
Family Life Coaching Association
Family Promise Wake
Family You
Family Institute for Advocacy
FORCE (Families of Children with Special Needs)
Foundation for Health Leadership & Innovation
Friends of the Durham Library
FurPaige Hartman GMC
Gender Insights
Chris Wallace
Candice Miles
Saleem Hussaini
Morgan Quattlebaum, Treasurer
Craig Landwehr, Vice Chair
2018 ESC Board of Directors

2019 Annual Report
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, we will see in our 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.

Craig Landwehr
ESC of the Triangle
Chairman of the Board

UNIQUE ORGANIZATIONS IMPACTED BY ESC

180 Black Men Triangle Inc., Inc.
Addiction Professionals of North Carolina
Advocacy Community Health
APF Triangle
Aging in Place
ALLIANCE NC
Alzheimer’s Association of NC
America Red Cross of Central NC
Army’s Girl Inc.
Arts Change Community
Ashland
Association of the Triangle
Availrace
Ava. Addisom, LLC
Belt U.S.
Berk Horowitz
Berwyner News末 Inc.
Bridging the Gap CDC
BWFUH
The Triangle
CBM Raleigh
Camp Goodson
Carolina Psychographics
Carolina Student Legal Services
Cary Rosegarden Forum
Center for Indigent Caregiving
Central Park School for Children
Centre for Economic Development
Chapel Hill Historical Society
Chapel Hill-Carrboro Schools Foundation
Chatham Emergency Rescue and Education
Chatham Chamber of Commerce
Chatham County Council for 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
Compas Center for Women and Families
Concern of Trust for North Carolina
CSBMW Road Rangers
CSBMW Riding Academy
Crenteum
Dirt Bike Durham
Durst Clean Ministries
Durham Art Guild
Durham Central Park
Durham Housing Authority
Durham Literacy Center, Inc.
Durham Sanitation, Inc.
E Centro Hispano
EPark
E-Science Association
Environment United of North Carolina (EUNCF)
Extended Grace
Family Moving Forward
Families Together
Family Life Coaching Association
Family Promise Wake
Family You
Family Institute for Advocacy
FORCE (Families of Children with Special Needs)
Foundation for Health Leadership & Innovation
Friends of the Durham Library
FurPaige Hartman GMC
Gender Insights
Girls on the Run
Guam Student Support Group
Habitat for Humanity Orange County NC
Helps Education Fund
Hematopoiesis of NC
Hemp and Birdly
Homes for Hope TIC, Inc.
Innovation for Spanish Language Acquisition
International Focal NC
International Society on Trombocytopenia and Thrombocytopenia
ISFA
ISTN
BJQ Charitable Foundation
Jewish Federation of Durham-Chapel Hill
JusticeMatters, Inc
Keep Durham Beautiful
Kidinnos
King’s Park
Kirse
Knew the System
Knighten Institute
Lilburne North Carolina
Latin Edible Education Partnership
Learning Together
LGBT Center of Raleigh
LGBTQ Center of Durham
Light上述Project, The
Lilburne’s List
Lucy Gorton Clinic for Early Childhood in Title Lucy Gorton Center
Make Connections Initiative
Malones Client Monitors
Marion C. Johnson Center
Me The Foundation
Meals on Wheels Durham
Meals on Wheels Wake County
Milleniums Culinary Institute
Mindful Innovation Foundation (a program of the Mindful Chamber of Commerce)
Musical Empowerment
NCWWE Wake County
MARI: Pro Choice North Carolina
NC Alliance for Public Charter Schools
NC Association of County Directors of Social Services
NC Civil Rights
NC Commission on Racial and Ethnic Diversity in the Criminal Justice System
NC Council of Churches
NCwide
NC, MBIB Coordinator’s Network
NC Speciality Food Organization
NC Therapeutic Riding Center
NC Urban Forest Council
NC Victim Assistance Network
NC Women United
MCFNC
NCISU Institute for Nonprofits
North Carolina Asian Americans Together
North Carolina Coalition Against Domestic Violence
North Carolina-Frugal’s Foundation
North Carolina Genealogical Society
North Carolina Society of Survivors
North Carolina Women Business Association
North Raleigh Ministries
Note on the Visit
OD Enterprises, Inc.
Orange County Partnership for Young Children
Orange County Rape Crisis Center
Orange County Rural Alliance (OCRRA)
Pack for a Purpose
Partners By Choice
Partnership for the Advancement of Children’s Health
Passage Home Raleigh
Park LB Center
ProArtnC
Piedmont Health SeniorCare
Piedmont Health Services, Inc.
Piedmont Arts
Porch Communities
Power of the Dream
Present Blindness NC
Project Access Durham
Project Endowment Foundation
Presidencia A Christian Ministering Community
Psychoanalytic Center of the Carolinas
PTSD Foundation of America
Pigs in a Box
Raleigh City Farm
Read and Feed
Readiness Ministries
SARTField
SECU Family House at UNC Hospitals
Senior Pharmcare
Southern Documentary Fund
St. Stephen’s Episcopal Church
Stephany Durham
Stomp the MicNC
Student Action with Farmworkers AWB Center for Documentary Studies
Sundays, Inc.
VAMC, Inc.
The Arts Center
The Carmack
The Forest at Duke
The Forge Initiative, Inc.
The Happy Youth Foundation
The Hope Center at Raleigh
The-Karnes Family Foundation for Humanity
The Marian Claire Jackson Center
The Scrap Exchange
Thinmen, Inc.
TMRRBC Durham
Teens in Action, Inc.
Training, Inc.
Transitions & LifeCare
Triadelphia Apostolic Project Unlimited
Trinity Bluffwalks
Trinity Littomem
Urban Ministries of Durham
UCO of NC
Village of Wonders, INC
Volunteers for Youth, Inc.
Wake County Human Services
Wake County Youth Task Force
Wallace Senior Center
Welltown Children’s Theatre
Winston Lake Montessori
Wraps for Peace
Women INC - NC Committee for CSW-CEDAW
Women’s Care and Wellness Center
WAV Enterprise
WAVS Triangle NC
Way Out Roanoke, LLC
Youth LEAD NC
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Chris Wallace
Carol Wilcox
Michael Williams
Art Zucker

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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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