



# 2020

# ANNUAL REPORT

## IMPACT ON OUR COMMUNITY



# A LETTER FROM OUR BOARD CHAIR



Sustainability and even survival of a nonprofit organization should never be taken for granted, no matter how valid and needed your mission is!

This is the major lesson of 2020 from my perspective. Starting the year with high hopes of increasing our community impact, quickly devolved into the low question of "So Now What?!". For ESC, with a mission of helping other nonprofit agencies thrive, it became a matter of "Doctor, Heal Thyself!" And that is exactly what we did.

Like so many of our clients throughout our 34 year history in the Triangle community, some of our traditional sources of income vanished in the fog of the near term future. Having built our foundation on the selfless time and talents of our highly experienced and motivated volunteer advisors, we were able to build a new Crisis Action Plan which enabled us to appropriately pivot. Such planning methodology then became a new ESC program which was offered to our community at no cost.

A component of our plan was to update and revitalize our mission, vision and our commitment to social justice. Accordingly, we established new goals for further diversification and inclusion in our Board, Staff, and base of volunteer advisors. Also included in this work was the commitment to do more listening. As a result of this commitment was the completion of several "Fireside Chats" and focused studies with local agencies to increase the alignment of ESC programs with the needs of the community. Our new portfolio of virtual workshops and board leadership boot camps are a direct result of these initiatives.

Another key component of the action plan for ESC was the hiring of a new Executive Director, who would become the public face and voice of the organization, leading ESC and the Triangle community into a more diverse, inclusive and sustainable future. We were very honored and proud to have hired Kerry Raquel for that role in our 3rd quarter. Kerry's ED experience in our community and passion are evident to anyone who meets her. With a lifelong commitment to social justice, Kerry is uniquely qualified for the role.

As I pass the board leadership baton to our incoming and very capable Board Chair, Candice Miles, I want to thank the members of our Board, Staff, Volunteers, Donors and Strategic Partners for their continued dedication and adaptability. I also need to thank my predecessors who built the reserves necessary to weather the 2020 storm. 2020 has surprisingly been a marvelous year for demonstrating resilience and community support! In this report, you will note that in spite of the pandemic, we still helped 184 nonprofit agencies!

In the year(s) ahead, we look forward to further improving the quality of life in the Triangle community in full partnership with you.

A handwritten signature in black ink that reads "Craig Landwehr". The signature is fluid and cursive.

**Craig Landwehr**  
*Board Chair, 2020*  
*Board of Directors*  
*ESC of the Triangle*

## 2020 ESC BOARD MEMBERS

Samantha Bureau-Johnson  
Belinda Cheung  
Tammy Dunne  
Megan Gift  
Saleem Hussaini  
Katerine (Kat) Jackson  
Bobby Kanoy  
Craig Landwehr  
Candice Miles  
Chris Wallace  
Ken Waters

## 2020 ESC STAFF

Kerry Raquel  
*Executive Director*

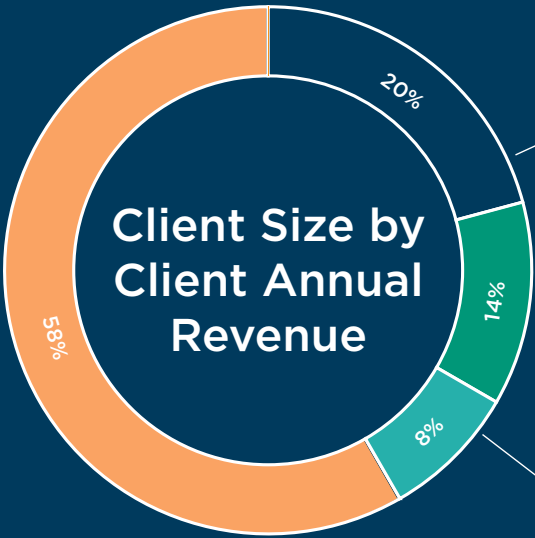
Paige Pait  
*Co-Director of Advisors*  
*and Executive Coaching*

Paula Hattley  
*Co-Director of Advisors*  
*and Executive Coaching*

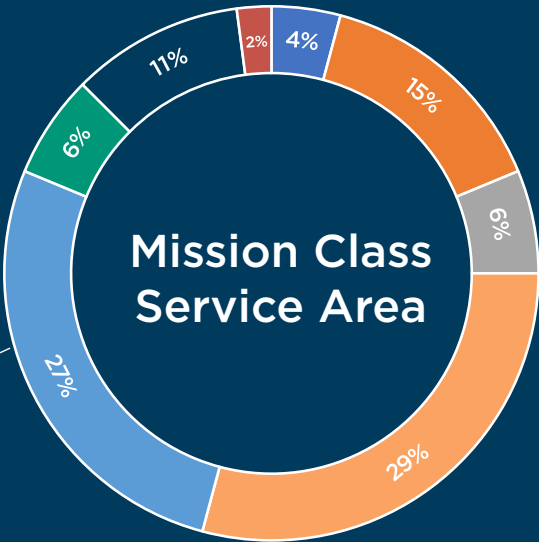
P.O. Box 14754  
Durham, NC 27709  
[www.esctriangle.org](http://www.esctriangle.org)  
[info@esctriangle.org](mailto:info@esctriangle.org)



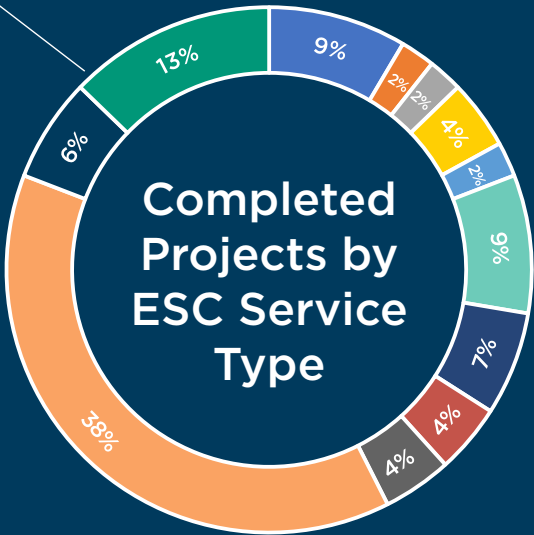
# OUR 2020 IMPACT



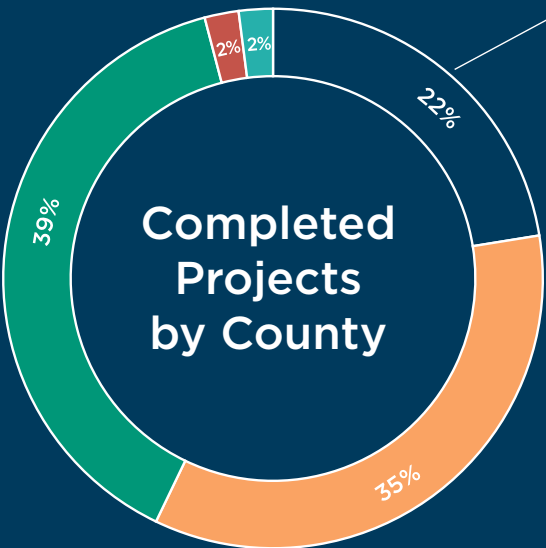
Over \$3M      \$751K-\$3M  
 \$301K-\$750K      \$0-\$300K



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



Strategic Planing      Crisis Action Planning  
 Staff Retreat Facilitation      Fundraising  
 Human Resources      Financial Assessment  
 Merger      Executive Coaching  
 Marketing/Communications      Board Retreat Facilitation  
 Custom      Board Development



Durham      Wake      Alamance  
 Orange      Chatham

# 2020 STATS TO BE PROUD OF

**184**

Individual Organizations impacted by ESC services or programs in 2020

**48** Individual projects completed with **38** different organizations in 2020

**77** Volunteers on file with **33** of those actively engaged on a project in 2020.

ESC developed a new offering of **"Fireside Chats"** that are tailored to Executive Directors and the challenges they face leading nonprofit staff and boards. These conversations were centered around the following topics:

- Engaging your Board and Staff on Anti-Racism
- Managing Morale in Stressful Times
- Fundraising in a Recession

**6** Workshops offered to the Community on the following subjects:

- Managing Finances and Measuring Performance in Nonprofit Organizations
- Risk Management
- Crisis Action Planning
- Resilience
- Contract Processing and Administration
- Speakers Series - Leading a Nonprofit in a Space of Change

**2** ED Roundtable Groups that included **49** different Executive Directors from local nonprofits ran monthly to provide nonprofit EDs a local support group and network of peers.

**1** Cohort of **31** participated in the ESC Board Leadership Boot Camp completed in 2020. The original Spring 2020 Boot Camp was canceled due to COVID-19 and our ESC volunteers did a wonderful job creating a new virtual-based curriculum that was rolled out in the Fall of 2020.

# COMMUNITY IMPACT

## ANIMAL PROTECTION SOCIETY



*“APS was an interesting client for us to work with. Their deep dedication to animal care provides them with a sound base of volunteer and operating energy. This agency was just beginning their board leadership succession when they asked ESC to provide board development and structure guidance. They were very receptive to our board assessment process and engaged actively in the retreat that we structured and facilitated. The outcome of the project provided the board with board/staff role clarity as well as implementation best practices for their governance and board management work.”*

*- Art Zucker, ESC Advisor*

## CHATHAM CHAMBER OF COMMERCE

*“We have been very impressed with the business coaches and consultants of ESC. Through their help and guidance, we have worked through several issues and are currently working on our Strategic Plan. I appreciate the support and knowledgeable assistance received through the ESC.”*

*- Cindy Poindexter, President / CEO*



## CORA



*“The staff and board of directors at Chatham Outreach Alliance (CORA) especially enjoyed working with Curt Liberatore for the second time on our strategic plan. We have also appreciated knowing that we can call on the ESC and their consultants for assistance with various HR and legal questions. The process has been easy and the people extremely professional!”*

*- Melissa Driver Beard, Executive Director*



# COMMUNITY IMPACT

## GUATEMALAN STUDENT SUPPORT GROUP



*“Earlier this year, we were in panic mode as our long-time executive director announced that he would soon be retiring. Since he and his wife had basically run all aspects of our organization for the past eight years, we were ill-prepared to go on without them. Fortunately, I knew of ESC through a friend of mine, so I contacted your organization to see if you could help. We were quickly put in contact with Art and Jamie, who over the next couple of months helped guide us to a new organizational structure consisting of a much more active Board that they divided into four committees. These committees now handle all of the duties and responsibilities once done by the Executive Director. This was all done in the face of rapidly-changing COVID-19 lock-downs, which led to our final half-day retreat done completely by Zoom, a first for ESC. We have now become a much more efficient, inclusive organization, thanks to ESC!”*

- Kim Richard Jones, MD, Ph.D., GSSG Board Chairman

## MEALS ON WHEELS ORANGE COUNTY NC



*“Chapel Hill-Carrboro Meals on Wheels and Orange County Rural Alliance had the pleasure of working with two wonderful ESC consultants (Michael and Tom) to help us become Meals on Wheels Orange County, NC. ESC’s support and guidance offered two small non-profits with limited means the opportunity to have professional guidance as we transitioned from two organizations into one. Our ESC consultants skillfully and deftly maneuvered us through a clear process, keeping both organizations engaged and on-track to reach agreement and set the stage for continued success as an expanded county-wide organization.”*

- Rachel Bearman, Executive Director



Photo: Tom Simon

## PIEDMONT WILDLIFE CENTER



*“Piedmont Wildlife Center contacted ESC in April of 2020 as the COVID-19 crisis continued to escalate. At this point, there was limited guidance available from local and state levels on what the year would bring - making it challenging to plan ahead on how to conduct their after school and summer camp programs. Staff furloughs and program cancellations had already happened. They reached out to ESC for help in crisis action planning and how to prepare for the year. Over a series of virtual sessions, ESC worked with the Board Chair and Executive Director to build a financial model assessing their expenses and revenue against multiple scenarios of the state re-opening and allowing camps to resume. This financial model provided them a tool to understand the impact of program decisions on the financial health of their organization.”*

- Mike Rota, ESC Advisor





# DONORS

## INDIVIDUAL DONORS

Sue Adams	Susan Hester	Kimberly Petercuskie	Joel Zimmerman
Jamie Andelman	Doug Hurley	Joseph (Morgan) Quattlebaum	Art Zucker
Brenda Barrett	Kat Jackson	Michael Rota	<b>ESC PARTNERS &amp; FUNDERS IN CAPACITY BUILDING</b>
Claire Brown	Daniel Janssen	Ron Schneider	
Samantha Bureau-Johnson	Barbara Jessie-Black	Russ Schneider	
George Cahill	Robert & Korrel Kanoy	Abigail Schneider	
Belinda Cheung	Craig Landwehr	Ann Schneider	Triangle Community Foundation
Tom Cogswell	Justin Landwehr	Harold & Clara Sellars	The John Rex Foundation
Bridget Corey	Heather Marks	Sabrina Slade	Benevity Community Impact Fund
Jean Cox	Rick and Karen Matson	Raven Solomon	BIN Charitable Foundation
Tammy Dunne	Ed and Connie McCraw	Steve Spokane	Amazon Smile Foundation
Lamar Gibson	Candice Miles	Al Sullivan	
Megan & Barrett Gift	Joyce Mitchell-Antoine	Ken Waters	
	Paige Pait	George Williamson	

# ADVISORS

Sue Adams	Gail Ferreira	Jim Kinney	Brenda Pomeroy
Jamie Andelman	Mike Florio	Melody Kramer	Tommy Re
Miriam Andrews	Michael Friedman	Kurt Liberatore	Carolyn Rhodes
German Arciniegas	Michael Frisch	Ann Lion	Greg Roper
Diana Bing	Ed Gawf	Marilyn Longman	Mike Rota
Don Bowen	Dave Gettles	Heather Marks	Matt Runci
Sheneque Brawley-Duncan	Colleen Gootee	Rick Matson	Linda Sanders
Brian Breneman	Bill Greeley	Ed McCraw	Ilona Sher
Arlene Brown	Kenyetta Hall	Marcy McKaig	David Sotolongo
George Cahill	Maja Hall	Peter Metzner	Christopher Speh
Tom Campbell	Steve Hall	Verona Middleton-Jeter	Steve Spokane
Rachel Charlop-Powers	Bonnie Hauser	David Miller	Steve Thompson
Chris Cortese	Susan Hester	Peter Morris	Nic Versmissen
Linda Cotton	Doug Hurley	Ron Ottavio	Lee Watkins
Neil D'Cruz	Daniel Janssen	Cheryl Ouimet	Jonathan Whaling
Al Decker	Marcia Jaquith	Steve Owen	Corbin Whittington
Leondra Edwards	Brad Johnson	Rosalie Phelan	Fred Williams
Robert Felder	Monika Johnson-Hostler	Godfrey Pinto	Joel Zimmerman
	Bill Jones	Barbara Polk	Art Zucker

➤ THANK YOU FOR YOUR SUPPORT ◀

# UNIQUE ORGANIZATIONS IMPACTED BY ESC

100 Black Men Triangle East, Inc.  
A Cure In Sight  
Accelerating Men, Inc.  
ACLU of North Carolina  
Addiction Professionals of North Carolina  
Advance Community Health (formerly Wake Health Services)  
AIA Triangle  
Amazon  
American Heart Association  
Animal Protection Society of Durham  
Artise Studios  
Artspace  
Athena of the Triangle  
Availforce  
Berean Community Center Inc  
Book Harvest  
Boomerang Youth, Inc.  
Bridge the Gap Mission  
CAM Raleigh  
Camp Corral  
Capitol Hill Management Services Inc  
Carolina Student Legal Services  
CASA  
CHARLES HOUSE ASSOCIATION  
Chatham Chamber of Commerce  
Chatham County Council on Aging  
Chatham County Literacy Council, Inc.  
Chatham Literacy  
Chatham Outreach Alliance, Inc.  
Child Care Services Association  
Choral Society of Durham  
Coles  
Communities In Schools of North Carolina  
Community Home Trust  
Community Music School, Inc.  
Compass Center for Women and Families  
CORA Food Pantry  
DCLT  
Digital Durham  
District C  
Don't Waste Durham  
Dorcas Ministries  
Dreamcoat Ministries  
Dress for Success Triangle  
Durham Arts Council  
Durham Center for Senior Life  
Durham Housing Authority  
Durham Public Schools Council of PTAs  
El Centro Hispano, Inc.  
Ellerbe Creek Watershed Association  
Emily Krzyzewski Center  
Evolve Mentoring/My Brother's Keeper of Wake County  
Exchange Family Center  
Extended Grace  
Families Together  
Fannie Lou Hamer Institute for Advocacy  
Fearrington Cares  
First in Families of North Carolina  
FMF  
FOR (Friends of Residents)  
Foundation for Health Leadership and Innovation  
Free Agent

Girls on the Run of the Triangle  
Groundswell  
Guatemalan Student Support Group  
Helping Horse Therapeutic Riding  
Hemophilia of North Carolina  
Home  
Hope  
Hope Renovations  
Hopeline, Inc.  
Horse and Buddy  
Horses for Hope  
Inter-Faith Council for Social Service  
Interfaith Prison Ministry for Women  
International Society on Thrombosis and Haemostasis  
ISLA  
ISTH  
Job-Site Safety Institute  
Johnson Service Corps  
Josh's Hope Foundation, Inc.  
JWM Consulting  
Keep Durham Beautiful  
Kidznotes  
Kiran  
Know the System  
Learning Together  
Liberation Prison Project  
Lillian's List  
Loaves and Fishes Ministry Inc  
Male Contraceptive Initiative  
Me Fine Foundation  
Meals on Wheels Durham  
Meals on Wheels Orange County NC  
Meals on Wheels Wake County  
Mrs.  
Musical Empowerment  
NAMI Orange NC  
NARAL Pro-Choice North Carolina  
NATIONAL PTA  
NC Budget and Tax Center  
NC Center for Nonprofits  
NC Child  
NC Commission on Racial & Ethnic Disparities (NC CRED)  
NC Hillel  
NC Museum of History Associates  
NC MWBE Coordinators' Network  
NC Society of Hispanic Professionals  
NC State Wilson College of Textiles  
NC Urban Forest Council  
NCSU  
NCSU Institute for Nonprofits  
Nearly New Shoppe  
Nicholas School of the Environment, Duke University  
North Carolina Arts in Action  
North Carolina Center for Nonprofits  
North Carolina families united  
North Carolina Fragile X Foundation  
North Carolina Symphony  
North Carolina Victim Assistance Network  
North Raleigh Ministries Inc  
Odyssey Stage  
OE Enterprises, Inc.  
OFFG and Back on My Feet

Orange County Rape Crisis Center  
Orange County Rural Alliance (OCRA)  
Pardoned By Christ  
Passage Home Inc.  
People's Alliance  
Piedmont Conservation Council, Inc.  
Piedmont Health Senior Care  
Piedmont Health Services, Inc.  
Piedmont Wildlife Center  
Polka Dot Mama Melanoma Foundation  
PORCH-Durham  
Preservation Durham  
Prospanica NC Chapter-in-Formation  
Providence: A Christian Montessori Community  
Psychoanalytic Center of the Carolinas  
PTA  
PTSD Foundation of America  
Raleigh Business and Professional Network Inc, LGBT  
Chamber of Commerce  
Raleigh City Farm  
Raleigh Sister Cities  
Read and Feed  
Residential Services, Inc.  
SAFEchild  
Seasons of Destiny, Inc.  
SECU Family House at UNC Health Care  
Self  
Senior PharmAssist  
Shepherds Care Medical Clinic  
SOAR Outreach  
Spencer Educational Foundation  
St. Stephen's Episcopal Church  
StepUp Durham  
StepUp Ministry  
StepUp Ministry - Raleigh  
The Chamber Orchestra of the Triangle  
The Daily Tar Heel  
The Exploris School  
The Fannie Lou Hamer Institute of Advocacy & Social Action  
The Hope Center at Pullen, Inc.  
The Scrap Exchange  
Threshold INC  
Toxic Free NC  
Triangle Aphasia Project Unlimited  
Triangle Area Parenting Support  
UNC - Kenan-Flagler Business School  
UNC Center for Excellence in Community Mental Health  
University of Michigan  
Victoria Jeffries  
Village of Wisdom  
Wade Edwards Foundation (WELL)  
Wake Smiles  
WCPSS  
Western Wake Crises Ministry  
White Plains Children's Center  
WomenNC  
Women's Birth and Wellness Center  
YM4C Interprises  
YNPN  
Youth LEAD NC  
Youth Thrive