




2021 ANNUAL REPORT

REPORT TO THE COMMUNITY

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

Professional, Effective Consulting for Nonprofits



A LETTER FROM OUR BOARD CHAIR



All:

The spring season has always been one of my favorites as it brings forth the ability to breathe life into ideas and actions after a prior season of reflection.

As ESC of the Triangle reaches its 35th anniversary this year, we are beyond excited for what's ahead. The past year has been one of immense and intentional evaluation upon where our strengths reside and how they can be better leveraged to aid nonprofits in our community achieve their goals. Additionally, navigating and adapting to seismic societal and industry change has required us to focus upon our areas of opportunity and growth so that our organization thrives for many years to come.

We commit to continuing to be and drive the change that we desire to see. We will continue to put greater emphasis on ensuring our mission, vision, values, and impact are well-known and easily understood by the greater Triangle community. We will continue to highlight and uplift those who are addressing the social and economic challenges that unfairly and disproportionately impact those within many underserved communities. Lastly, as we have seen positive outcomes in doing so over the prior year, we will continue to both govern and operate in a fashion that yields stability of our operations.

Through listening to and adopting your feedback, we know that it is critical to curate experiences that leverage both the existing skills and strengths of our consultants/advisers while tapping into the areas of focus our clients and community members need most in these evolving times. We look forward to continuing to uphold the standard of excellence that is associated with the ESC of the Triangle brand, as can be seen via the highlights within our Annual Impact Report for 2021.

I would like to thank you in advance for your review of the report, continued partnership, and creative thoughts and suggestions on how we can best encourage our organization to achieve its mission of supporting our nonprofit partners who are in service of the greater good of the Triangle region.

We hope to see you at our events (be they virtual, in-person, or both!) and thank you for all that you do to empower nonprofits driving change in our local community.

Thank you,
Candice Miles

Candice Miles
Board Chair, 2021
ESC Board of Directors

2021 ESC Board Members

Belinda Cheung
Tammy Dunne
Saleem Hussaini
Katherine (Kat) Jackson
Craig Landwehr
Candice Miles
Iris Obispo
Chris Wallace
Ken Waters

2021 ESC Staff

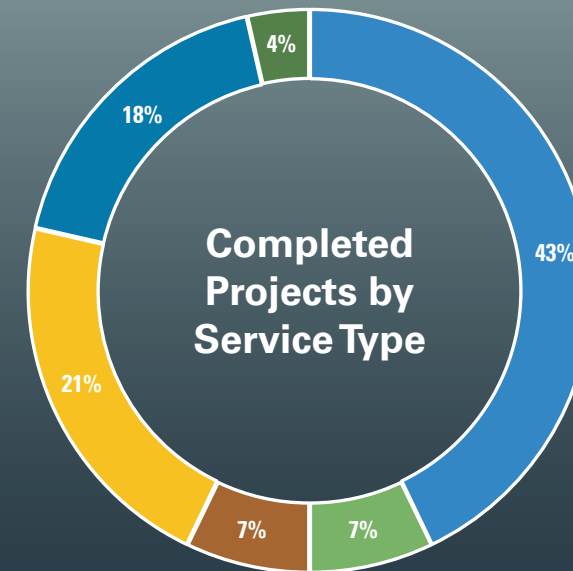
Kerry Raquel
Executive Director

Paige Pait
Director of Advisors and Executive Coaching

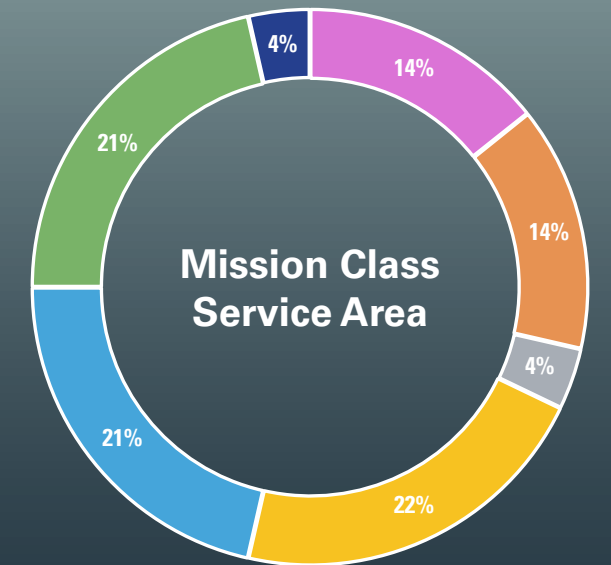
Kat Johnson
Social Media Intern

P.O. Box 14754
Durham, NC 27709
www.esctriangle.org
info@esctriangle.org

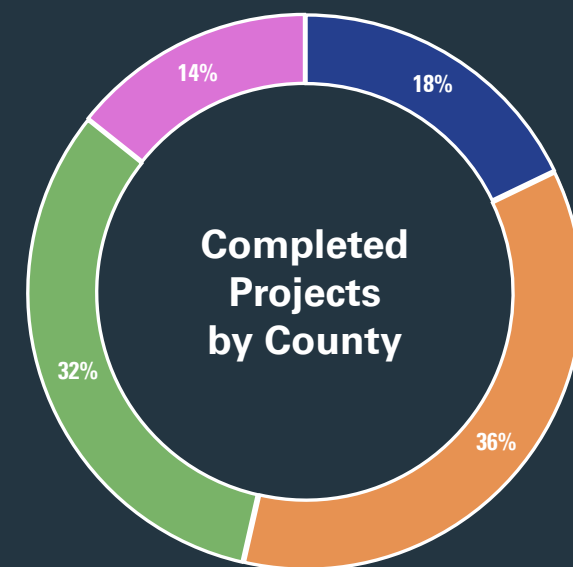
OUR 2021 IMPACT



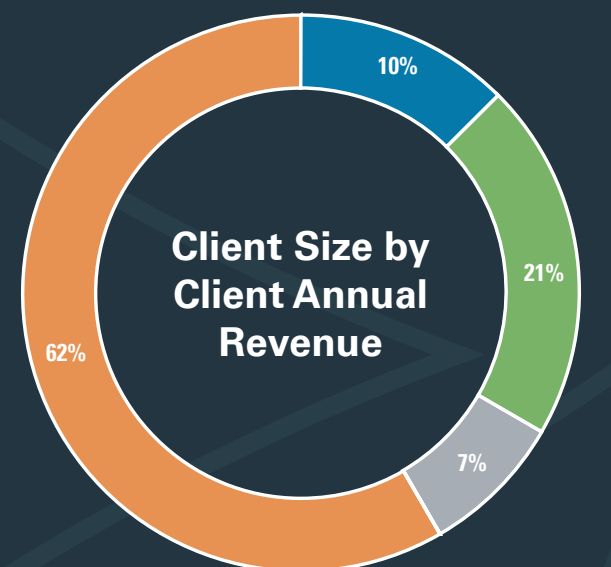
■ Strategic Planning ■ Custom ■ Board Retreat Facilitation
■ Marketing/Communications ■ Executive Coaching ■ Merger
■ Financial Assessment ■ Human Resources ■ Fundraising
■ Staff Retreat Facilitation ■ Crisis Action Planning ■ Board Development



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



■ Durham ■ Wake ■ Orange
■ Alamance ■ Chatham



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

2021 STATS TO BE PROUD OF

- ▶ 1,464 hours of volunteer time provided by ESC volunteers. This equates to \$219,600 in pro bono consulting services to area nonprofits to help build their organizational capacity!
- ▶ 153 participants, across three cohorts, attended ESC's virtual Board Leadership Bootcamp.
- ▶ 138 individual organizations impacted by ESC services or programs in 2021.
- ▶ 79 volunteer advisors with 34 of those actively engaged on a project in 2021.
- ▶ 48 Executive Directors participate in ESC's Executive Director Roundtable, providing our local EDs a support group and network of peers.
- ▶ 29 individual projects signed with community organizations in 2021.
- ▶ 6 workshops offered to the community on the following subjects:
 - Formulating & Monitoring a Strategic Plan
 - Founder's Syndrome: A Conversation
 - Supervision 101
 - Design Thinking
 - Fundraising and Development
 - Marketing and Communications - Raising the Bar
- ▶ ESC hosted an Anti-Racism series of workshops focused on the following:
 - How to Operationalize Anti-Racist Philanthropy and What You Can Learn From It
 - Developing a Nonprofit Diversity, Equity, and Inclusion (DEI) Strategic Action Plan
 - Anti-Racist Nonprofit Leadership
- ▶ ESC continued our 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:
 - Social Media Strategy
 - Positioning Controversial Missions
 - Staff Burnout in Non-Profits

COMMUNITY IMPACT

ODYSSEYSTAGE (STRATEGIC PLANNING)



"We were able to build a strategic plan tailored to our organization in less than half the time it would have taken us on our own. Ron guided us along with a sure hand through the whole process."

– Annie Taft
OdysseyStage

*Milk and Honey Whiskey by Grace Siplon.
Presented by OdysseyStage as part of its series Staged: New Play Readings*

PORCH CHAPEL HILL-CARRBORO (BOARD DEVELOPMENT)

"We are deeply appreciative of our consulting team for gifting their time, passion, and expertise to our hunger relief mission. It has reenergized and re-focused our work in the community."

– Susan Romaine
PORCH Chapel Hill-Carrboro



Photo: Tom Simon

NAMI ORANGE COUNTY (BOARD RETREAT)

"The lived experience and wisdom of ESC members is crucial when engaging in strategic planning. One must examine one's failures to avoid them in the future as well as embrace the ever constant "change". Input from those who have "gone before" is invaluable."

– Barbara Maier
NAMI Orange County



COMMUNITY IMPACT

NC ARTS IN ACTION (STRATEGIC PLANNING)



North Carolina Arts in Action Dancers from the LEAP Team.
Photo credit: Emily Weidman

“ESC paired North Carolina Arts in Action with an extraordinary consultant, whose expertise and thoughtfulness was key to our organization’s ability to complete a clear, actionable and measurable strategic plan. The process not only sharpened our vision for the organization, but it also strengthened us as a team by bringing Board members and staff together in planning for the future of NC Arts in Action. One thing in particular that we found helpful was the consultant’s ability to break down the work into manageable pieces, which made the process attainable. We highly recommend ESC!”

– Marlon Torres
NCAIA

MUSICAL EMPOWERMENT

“ESC has been a critical partner in my personal growth as an Executive Director in the nonprofit sector. The 1-on-1 coaching, Executive Director Roundtable conversations, and board training sessions have been invaluable. I recommend ESC of the Triangle to all of my colleagues!”

– Kelley Downey
Musical Empowerment



COMMENTS ABOUT BOARD LEADERSHIP BOOT CAMP

“Three members of OdysseyStage’s Board of Directors attended the Board Leadership Bootcamp in 2021 and we found it extremely helpful. As a working board of a small theatre company, we are asked to wear many hats and the bootcamp experience helped us to delineate our roles more clearly, what the purpose of a board of directors is, and how to better conduct our meetings.”

We opted to have a Learning Partner and were assigned Ron Ottavio. We liked him so much we decided we wanted him to be our consultant for developing a strategic plan for our theatre company. Ron went above and beyond and was always helpful, cheerful, and honest in our interactions with him. He is extremely knowledgeable and was very willing to share his knowledge, expertise, and experience with all of us.”

– Annie Taft
OdysseyStage



2021 ESC INDIVIDUAL CONTRIBUTORS

James Andelman
Nick Allen
Jane Brown
George Cahill
Belinda Cheung
Thomas and Cathy Cogswell
Jean Cox
Pamela Diggs
Sheneque Brawley Duncan
Tammy Dunne
Susan Hester
Saleem Hussaini
Kat Jackson
Daniel Janssen
Barbara Jessie-Black
James & Cindy Kinney
Craig Landwehr

Rick and Karen Matson
Edward and Connie McCraw
Candice Miles
Morgan Quattlebaum
Cherith Roberson
Michael Rota
Shanell Smaw
Leigh-Anne and Steve Spokane
Al Sullivan
Britt Tama
Chris Wallace
Kenneth and Carol Waters
Corbin Whittington
George Williamson
Cyndy Yu-Robinson
Art Zucker

ESC PARTNERS & FUNDERS
IN CAPACITY BUILDING
AmazonSmile Foundation
BIN Charitable Foundation
Triangle Community Foundation
Foundation for the Carolinas

2021 ESC CONSULTANTS

Sue Adams
Jamie Andelman
Miriam Andrews
German Arciniegas
Diana Bing
Nanci Ballantyne
Sheneque Brawley-Duncan
Brian Breneman
Arlene Brown
George Cahill
Tom Campbell
Rachel Charlop-Powers
Amy Cipau
Gabriel Cipau
Jeff Cohen
Chris Cortese
Linda Cotton
Neil D’Cruz
Al Decker

Leondra Edwards
Robert Felder
Gail Ferreira
Mike Florio
Cleo Franklin
Michael Friedman
Michael Frisch
Ed Gawf
Sarah Glova
Colleen Gootee
Bill Greeley
Kenyetta Hall
Maja Hall
Steve Hall
Bonnie Hauser
Susan Hester
Doug Hurley
Daniel Janssen
Marcia Jaquith
Monika Johnson-Hostler

Bill Jones
Jim Kinney
Melody Kramer
Kurt Liberatore
Ann Lion
Marilyn Longman
Heather Marks
Rick Matson
Ed McCraw
Marcy McKaig
Peter Metzner
Verona Middleton-Jeter
David Miller
Peter Morris
Aimee Munsell
Ron Ottavio
Cheryl Ouimet
Steve Owen
Rosalie Phelan
Godfrey Pinto

Barbara Polk
Brenda Pomeroy
Tommy Re
Greg Roper
Mike Rota
Matt Runci
Linda Sanders
Robb Saunders
Ilona Sher
Robin Spaid
Christopher Spoh
Steve Spokane
Steve Thompson
Nic Versmissen
Lee Watkins
Jonathan Whaling
Corbin Whittington
Fred Williams
Joel Zimmerman
Art Zucker

THANK YOU FOR YOUR SUPPORT

UNIQUE ORGANIZATIONS IMPACTED BY ESC IN 2021

100 Black Men Triangle East
A Better Chance A Better Community (ABC2)
A Cure In Sight
A Helping Hand
Accelerating Men, Inc.
Activate Good
AIA Triangle
Alice Aycock Poe Center for Health Education
Artspace
ATHENA of the Triangle
Athena of Triangle
Berean Community Center Inc
Book Harvest
BY: NEST
CAM Raleigh
CAPTRUST Community Foundation
Carolina Wetlands Association
Cary Playwrights' Forum
Chatham Chamber of Commerce
Chatham County Literacy Council
Chatham OutReach Alliance (CORA Food Pantry)
Child Care Services Association
Children's Council of Watauga County, Inc.
Choral Society of Durham
Claymakers Arts Community
Community Empowerment Fund
Community Home Trust
Compass Center
Democracy NC
Dorcas Ministries - CCA, Inc.
Durham Center for Senior Life
Durham Central Park
Durham Children's Initiative
Durham Community Land Trustees
Durham Literacy Center
El Centro Hispano
El Futuro
EmancipateNC
EmPOWERment, Inc.
Evolve Mentoring/My Brother's Keeper of Wake
County
Exchange Family Center
FIGS Wake County
First Tee Triangle
Friends of Oberlin Village
Friends of the Durham Library
Friends of the Mountains-to-Sea Trail
Friends of the NCMNS
Girls Education International
Greensboro Symphony Orchestra
Grow Your World
Habitat for Humanity of North Carolina
Helene Foundation
Helping Horse, Inc.
Hemophilia of NC
Hope Renovations

Horse and Buddy
Immersion for Spanish Language Acquisition (ISLA)
Inter-Faith Food Shuttle
Interfaith Prison Ministry for Women
JBQ Charitable Foundation
Johnson Service Corps
Josh's Hope Foundation, Inc.
JUST TRYAN IT
Keep Durham Beautiful
Kehillah Synagogue
Kidznotes
LIFE SKILLS Foundation
Me Fine Foundation
Meals on Wheels of Durham, Inc.
Meals on Wheels of Wake County
Music Maker Relief Foundation
Musical Empowerment
National Alliance on Mental Illness--Orange NC
NATIONAL PTA
NC Association for Public Charter Schools
NC AWWA-WEA
NC Birth Center
NC Coalition to End Homelessness
NC Hillel
NC Society of Hispanic Professionals
NCJC
NCPTA
North Carolina Arts in Action
North Carolina Education Corps
North Carolina Fragile X Foundation
North Carolina PTA
North Carolina State University
North Carolina Transplant Athletes
North Raleigh Ministries
OdysseyStage
Piedmont Health Services, Inc.
Piedmont Wildlife Center
PORCH Inc.
PORCH Raleigh Inc.
PORCH-Durham
Psychoanalytic Center of the Carolinas
Public Gallery Of Carrboro
Raleigh Sister Cities
Read and Feed
Rebound, Alternatives for Youth
Refugee Community Partnership
Residential Services, Inc.
SAFEchild
SCDHEC
SOAR Outreach
Southern Documentary Fund
SPCA of Wake County
StepUp Ministry - Raleigh
StrongHER TogetHER
Student U
Students to Scholars

Taproot Foundation
The ALS Association North Carolina Chapter
The Encouraging Place
The Forge Initiative
The Hope Center at Pullen
The Learning Trail
The Scrap Exchange
Tikkun Pastoral Foundation, Inc.
Transitions LifeCare
Triangle Aphasia Project Unlimited, Inc
Triangle Area Parenting Support
Triangle ArtWorks
Triangle Bikeworks
Triangle Family Services
Triangle Land Conservancy
TROSA, Inc.
UNC Gillings School of Global Public Health
University of Windsor
Village of Wisdom, INC
We Are an Anti-Racist World
WELL (Wade Edwards Learning Lab)
Western Wake Crisis Ministry
Wherry, Inc
Women's Birth and Wellness Center
World Relief Durham
YNPN
Youth Thrive

