

2022 IMPACT REPORT TO THE COMMUNITY



Executive Service Corps
of The Triangle

Professional, Effective Consulting for Nonprofits

A LETTER FROM OUR IMMEDIATE PAST CHAIRPERSON



Community Partners and Friends:

To say that the journey of being Board Chair of ESC of the Triangle has been a highly rigorous yet rewarding one would be an understatement. Last year, ESC not only celebrated its 35th year anniversary but also saw its largest award in organizational history through the City of Raleigh – ARPA Capacity Building grant. I am excited about the momentum that very capable Board Chair Tammy Dunne and our dedicated board and staff members, wonderful volunteer advisors, and supportive community partners have planned and will keep going.

It is my hope that we within the organization continue to be and drive the change that we desire to see. That we curate offerings and experiences that our clients and community members need most by leveraging the skills and strengths of our advisors and community partners. That we ensure our mission, vision, values, and impact are well-known and easily understood by the greater Triangle community. That we continue to highlight and uplift those who are addressing the social and economic challenges that unfairly and disproportionately impact those within many underserved communities.

I would like to thank each one of you for the 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.

Thank you,

Candice Miles

Candice Miles
Immediate Past Chairperson, Board of Directors

2022 ESC BOARD MEMBERS

Tammy Dunne
Katherine (Kat) Jackson
Kate Kryder
Craig Landwehr
Candice Miles
Cherith Roberson
Steve Spokane
Chris Wallace
Ken Waters

2022 ESC STAFF

David Bravo
Grants Administrator

Paige Pait
Director of Advisors and Executive Coaching



A LETTER FROM OUR BOARD CHAIR



To our ESC Community,

In looking forward, our Board will continue to demonstrate both consistency and agility in its model of operations and is excited about the potential and opportunity ahead.

Continuing from Candice's leadership, our Board will continue to promote a culture of reflection, learning, and data-based decision making. Recently, in working to strengthen our own organizational capacity, we developed policies and practices, evaluated outcomes, identified strategic priorities and created an actionable plan to work towards these priorities.

As Chair this year, I'm excited to continue this work together with our 2023 Board of Directors that includes 7 new board members this year, some new to ESC and some joining us from their role as ESC Advisors. This year, we have such a wealth of expertise with our equity-focused and collaborative approach we continue to address our strategic priorities, which include:

- Hiring a new Executive Director with solid skill, high aptitude and authentic alignment to our mission is our top priority;
- Implementing an operations plan with a financial focus to ensure long-term sustainability that includes a re-vamped sales and marketing plan (capturing and communicating our impact) and a fundraising target that encompasses both grants and individual/corporate donations; and
- Building a project/client pipeline and expanding beyond ARPA (keep reading our Report for the successes and lessons we're building from)!

ESC is even more focused on our mission — more focused on our clients' needs and committed to deploying our team of Advisors with the skills aligned to project and building a plan to help local nonprofits better achieve their missions. What differentiates us is the passion and dedication of our Advisors!

Thanks to the support and dedication of our Board, staff, clients, Advisors, volunteers and donors who generate the energy and commitment to ESC, and drive of purpose and teamwork! ESC seeks to work in partnership with nonprofit organizations to build stronger, more sustainable and effective nonprofits. We strive to ensure our work positively impacts social equity and the quality of life for all Triangle residents for another 35 years.

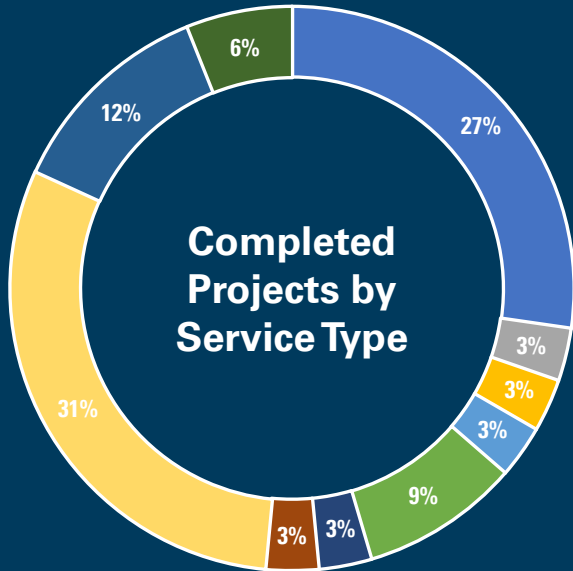
Please join us!

A handwritten signature in black ink that reads "Tammy Dunne". The signature is fluid and cursive.

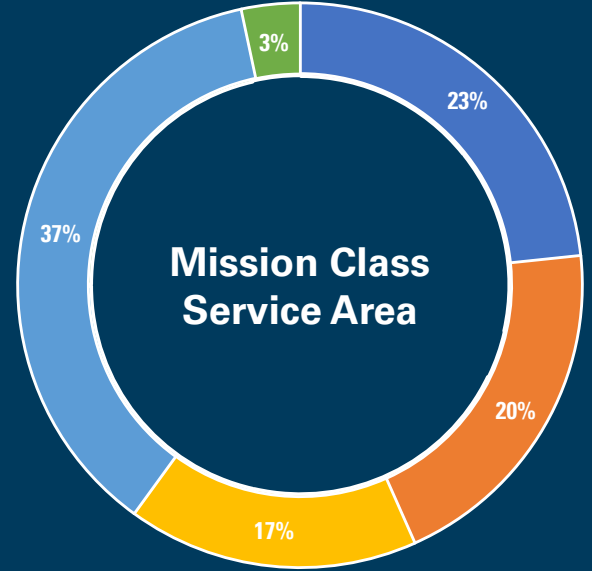
Tammy Dunne
2023 ESC Board Chair



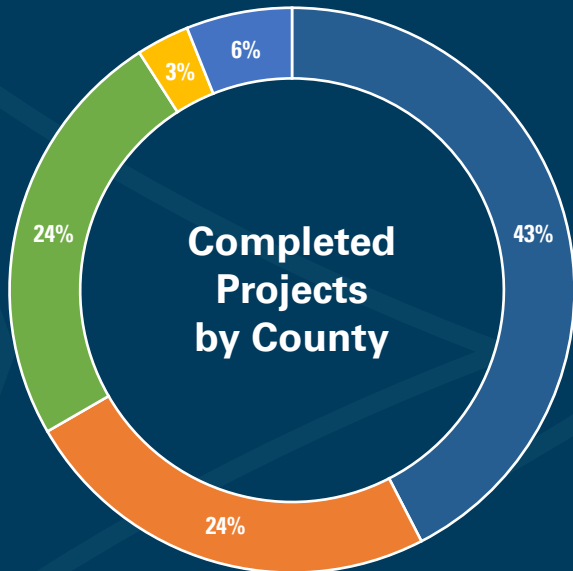
OUR 2022 IMPACT



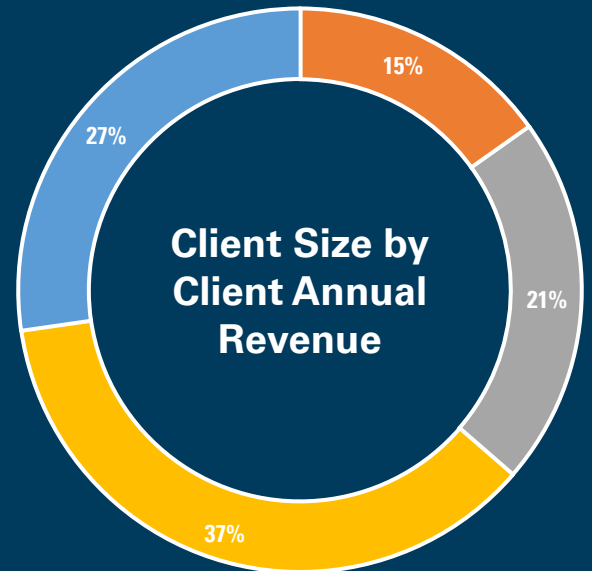
- Strategic Planning
- Staff Retreat Facilitation
- Human Resources
- Guided Organizational Assessment
- Marketing/Communications
- Custom
- Crisis Action Planning
- Fundraising
- Financial Assessment
- Executive Coaching
- Board Retreat Facilitaion
- Board Development



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



- Durham
- Wake
- Orange
- Granville
- Chatham



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

2022 STATS TO BE PROUD OF

- ▶ Triangle nonprofits benefited from the efforts of ESC Advisors, who dedicated a total of **1,983 hours** to providing pro bono consulting and coaching services. The value of their contributions amounted to **\$297,450**.
- ▶ **190 participants** via four cohorts attended the ESC Board Leadership Series (formerly Board Boot Camp). These sessions were all conducted virtually via Zoom with an in-person networking opportunity and the feedback we received shows it was a huge success!
- ▶ **117 individual organizations** were impacted by ESC services or programs.
- ▶ **73 volunteer advisors**, 48 of whom were actively engaged.
- ▶ **44 Executive Directors** participated in ESC's Executive Director Roundtable, providing our local EDs with a support group and more importantly a network of peers!
- ▶ **36 individual projects** signed with community organizations.
- ▶ ESC celebrated **35 years of service** in the Triangle area and working with local area nonprofits!
- ▶ **3 new workshops** offered to the community on the following subjects:
 - Formulating & Monitoring a Strategic Plan
 - Board Member On-boarding
 - Human Resources 101

COMMUNITY IMPACT

STRATEGIC PLANNING BY ADVISOR: GERMAN ARCINIEGAS NC COALITION TO END HOMELESSNESS



“ESC facilitation was instrumental in helping the agency develop its first strategic plan. We needed a roadmap to help us emerge from the pandemic with a plan. Now our board, staff and members are aligned behind a set of strategic goals that will get us closer to our mission of preventing and ending homelessness in North Carolina.”

– Ryan Fehrman
NC Coalition to End Homelessness

STRATEGIC PLANNING BY EDWARD MCCRAW AND JAMES GRAHAM PSYCHOANALYTIC CENTER OF THE CAROLINAS



“Each ESC Advisor brought a different skill set to the table that impressed the board. Jim's knowledge of nonprofits in the mental health arena was invaluable in understanding the board and some of their concerns while Ed brought business and marketing talent that has not been a strength for our organization. It was a thoughtful pairing on ESC's part that really impacted the success of the process.

ESC is a wonderful resource for nonprofits in our area - especially for smaller organizations that may feel seeking a consultant is not an option. We truly enjoyed the experience and will continue to seek support from ESC when we need consultation services.”

– Vann Pearsall
Psychoanalytic Center of the Carolinas

GUIDED ORGANIZATIONAL ASSESSMENT BY ROBB SAUNDERS AND SUSAN HENRICKS LEAGUE OF WOMEN VOTERS OF WAKE COUNTY



*“Guided Organizational Assessment, which was a deep dive” into the workings of our organization. It was both informative and therapeutic. Their recommendations provided us with a true roadmap to **improve our governance**, efficiency and impact. We are grateful for the time our advisors spent with us and felt they were truly invested in helping us succeed.”*

– Cheryl Tung
League of Women Voters of Wake County

GUIDED ORGANIZATIONAL ASSESSMENT BY MATT RUNCI AND ROBB SAUNDERS ANONYMOUS ORGANIZATION

“The best part of ESC is that they are committed to helping organizations serve their community better. Our organization has internal problems and ESC is helping guide us through them. They are taking the personal issues out and making everyone think what is the best that your organization can be.”

– Board Chair

COMMUNITY IMPACT

BOARD DEVELOPMENT BY ART ZUCKER, EXECUTIVE COACHING BY STEVE HALL

MEALS ON WHEELS DURHAM



"As an Executive Director, I have found ESC services invaluable to both my professional career development and the development of our organization. We have participated in their executive coaching and board development programs. Each program, along with their experienced consultants, challenged us to examine and evaluate our approach in maximizing our unique individual talents in an effort to collectively move our organizations forward. The engagement and feedback from our ESC consultants was professional, timely, and heartfelt. Helping us truly meant something to them."

– Jason Peace
Meals on Wheels Durham

EXECUTIVE COACHING:

"Executive Coaching provides one-on-one confidential support to Executive Directors who are committed to personal development and building strong, intentional leadership. Our advisor coaches work at the pace of the ED and the results speak for themselves."

"Working with the ESC Executive Coaching Program helped me develop into a more competent and confident leader. I highly recommend this opportunity to others looking to grow their leadership skills."

– 2022 ESC Coaching Client

BOARD LEADERSHIP SERIES:

"The Board Leadership Series is a set of nine sessions designed to inform nonprofit board leadership about best practices in critical areas that will impact board effectiveness."

"ESC, you are great encouragers for the nonprofit segments, professional, friendly, and definitely down to earth. You've been there and bought the T-shirt, and THAT comes through in the sessions!"

– Board Leadership Series Attendee (Spring 2022)

"ESC did an excellent job with this series. I always appreciated the prompt start times and end times and the information sent before class. ESC presents themselves in an organized manner on all levels and gives me hope that all things can be achieved. I would have probably tuned out if you were the opposite, justify it by thinking if ESC can't do it how are we supposed to. You should be proud of the work that you do. Thank you!"

– Board Leadership Series Attendee (Fall 2022)

COMMUNITY IMPACT

ESC AWARDED CITY OF RALEIGH ARPA GRANT

On June 15, 2022, the City of Raleigh named ESC of the Triangle as the recipient of a \$1 million ARPA (American Rescue Plan Act) technical assistance and capacity building grant. The goal of the grant is to assist 50 local nonprofits in strengthening their capacity building efforts and development of organizational best practices.



ESC's role in receiving this grant is to provide tangible capacity-building training and funds. We do this by providing Board Leadership Series training and a Guided Organizational Assessment (GOA) to eligible organizations. Upon successful completion of both, organizations will be awarded individual grants of \$15,000.

During the fall of 2022, 29 nonprofits were accepted to participate. ESC anticipates a successful completion of this grant by December 2023.

The results so far are amazing! It's exciting to work with our area nonprofits through this grant and with their commitment, active engagement and hard work, the recipients strengthen their capacity and foundation and are better positioned to achieve their mission!

Seed Art Share shares their experience and how this grant program has really helped their organization. Their mission is creating community through interactive theatre performances, arts education, and parent-artist support programs.

"The leadership series helped me identify and separate the roles and responsibilities I have as a staff member and the roles and responsibilities I have as a board member. I hope that as an individual I can be a more effective board member. I also know better how to avoid accidentally acting as a staff member in a board meeting. I plan to encourage Seed's board to institute a board buddy system for onboarding and the mission moment at board meetings to increase morale."

– Director, Dylan Bailey

2022 ESC INDIVIDUAL CONTRIBUTORS

Jamie Andelman
George Cahill
Amy Cipau
Tammy Dunne
Kevin Hutchinson
Kat Jackson
Kate Kryder
Craig Landwehr
Marilyn M. Longman
Heather Marks
Rick Matson
Edward McCraw
Candice Miles
David Pottenger
Cherith Roberson
Ilona Sher
Steve Spokane

Chris Wallace
Ken Waters
Arthur J Zucker

ESC PARTNERS & FUNDERS IN CAPACITY BUILDING

AmazonSmile Foundation
Benevity Fund
BIN Charitable Foundation
Foundation for the Carolinas
Triangle Community Foundation

2022 ESC ADVISORS

Sue Adams
Miriam Andrews
German Arciniegas
Nanci Ballantyne
Diana Bing
Brian Breneman
George Cahill
Tom Campbell
Rachel Charlop-Powers
Amy Cipau
Gabriel Cipau
Jeff Cohen
Chris Cortese
Linda Cotton
Neil D'Cruz
Leondra Edwards
Robert Felder
Gail Ferreira
Mike Florio
Cleo Franklin

Michael Friedman
Michael Frisch
Colleen Gootee
Sarah Glova
James (Jim) Graham
Bill Greeley
Lucy Haagen
Kenyetta Hall
Maja Hall
Steve Hall
Bonnie Hauser
Susan Henricks
Gloria Homer
Doug Hurley
Kevin Hutchinson
Daniel Janssen
Marcia Jaquith
Monika Johnson-Hostler
Jim Kinney
Melody Kramer

Craig Landwehr
Guillermina Lazzaro
Kurt Liberatore
Ann Lion
Marilyn Longman
Tamara Lyn
Heather Marks
Rick Matson
Ed McCraw
Marcy McKaig
Peter Metzner
Verona Middleton-Jeter
Peter Morris
Aimee Munsell
Ron Ottavio
Steve Owen
Rosalie Phelan
Brenda Pomeroy
Prem Ranganath
Tommy Re

Greg Roper
Matt Runci
Linda Sanders
Robb Saunders
Robin Spaid
Christopher Speh
Steve Thompson
Nic Versmissen
Lee Watkins
Corbin Whittington
Fred Williams
Joel Zimmerman
Art (Arthur) Zucker

▶ THANK YOU FOR YOUR SUPPORT ◀

2022 CLIENTS OF ESC

A Helping Hand
Alliance of AIDS Services -Carolina
Amir Institute
Apiopolis
Artspace
Asheville Tool Library
Athena of the Triangle
Benevolent Kicks Incorporated
Beth Meyer Synagogue
Book Harvest
Boomerang Youth, Inc.
Burning Coal Theatre Company
Capital Area Workforce Development Board
Carolina Theatre of Durham
Chatham Chamber of Commerce
Children's Council of Watauga County, Inc.
Choral Society of Durham
Click! Photography Festival
ComMotion - Community in Motion
Communities In Schools of Chatham
Community Empowerment Fund
Community Home Trust
Democracy NC
Diaper Bank of NC
Durham Center for Senior Life
Durham Children's Initiative
Durham Community Land Trustees, Inc.
Durham County Bar Association
Durham Crisis Response Center
El Futuro
Ellerbe Creek Watershed Association
Elon University
Empower All Inc
EMPOWERment Inc.
Equity Before Birth
Expeditions in Education
Families Living Violence Free
Families Together
For Girls Like Quaneisha Mentoring Program
Friends of the Durham Library
Fuquay-Varina UMC
Girls on the Run of the Triangle
Helps Education Fund
Highfill Infrastructure Engineering
HIGOL
Historic Flat Rock, INC
Hope Creek Academy
Hope Renovations
Inter-Faith Food Shuttle
JBQ Charitable Foundation
Jubilee Home
JusticeMatters, Inc.
LatinxEd
League of Women Voters of Wake County
Magnolia Memory Care
Meals on Wheels of Durham, Inc.

Meals on Wheels of Orange County, NC
Meals on Wheels of Wake County
MiracleFeet
MOJOAA Performing Arts Company
Musical Empowerment
National Humanities Center
NC Budget & Tax Center
NC Budget and Tax Center
NC Central University Alumni Association
NC Child
NC Coalition to End Homelessness
NC Specialty Foods Association
New Leaf Behavioral Health
North Carolina Arts in Action
North Carolina Education Corps
North Carolina Environmental Justice Network
North Carolina Genealogical Society
North Carolina Opera
North Carolina Opera Inc
North Carolina PTA
North Carolina Railway Museum, Inc.
North Carolina Transplant Athletes
North Raleigh Ministries
Note in the Pocket
OE Enterprises, Inc.
Partnership Effort for the Advancement of Children's Health (PEACH)
Passage Home
Pastors For NC Children
Piedmont Health Services, Inc.
PineCone, the Piedmont Council of Traditional Music
PORCH Raleigh Inc.
PORCH-Durham
Prevent Blindness North Carolina
Psychoanalytic Center of the Carolinas
Pure Life Theatre Company
Raleigh Little Theatre
Raleigh Sister Cities
Seed Art Share, Inc.
SOAR Outreach
Southern Documentary Fund
State Climate Office of North Carolina
StepUp Durham
Students to Scholars
TAP Unlimited
The Children's Council of Watauga County, Inc.
The Forest at Duke
The Great Raleigh Cleanup
The Hope Center at Pullen
Triangle Area Parenting Support
Triangle British American Business Council
Triangle Ultimate
Triangle Wind Ensemble
Urban Community AgriNomics (UCAN)
Urban Ministries of Wake County

Vaccine Ambassadors
Wade Edwards Foundation (WELL)
Wake County Continuum of Care dba Raleigh/Wake
Partnership to End and Prevent Homelessness
Wake Smiles
Western Wake Crisis Ministry
Word of God Christian Academy
World Relief Durham

IMPACTED BY ESC IN 2022



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

Increase our 2023 impact by becoming a sustainer, click [here](#).

