



Meeting the Moment. Embracing the Future.

2021 REPORT TO THE COMMUNITY



Meeting the Moment. Embracing the Future.

Throughout this challenging time, Executive Service Corps of Southern California (ESC) has been repeatedly called upon to re-imagine how to best fulfill our mission. As always, we are determined to do so with excellence, compassion and an unwavering commitment to our clients.

Our response to unprecedented events has been to make our services available to as many nonprofits as possible. We were here when they needed us — quickly and regardless of room in their budgets.

While the pandemic dramatically altered our business practices, ESC remained steadfast in delivering our full range of services. In fact, we supported a greater number of clients than ever before, helping them reach more people and touch even more lives.

At the same time, we searched for our place against the backdrop of inequity and unrest, seeking opportunities to address the injustices that impact so many in our community.

In this evolving landscape, it is inevitable that our clients and their needs are changing. And we are too. Looking ahead, we are all evaluating our business models, re-examining our practices and, in many cases, re-calibrating our services. Along with the people and organizations we serve, ESC continues to adapt, relentlessly pursuing better ways to meet emerging needs.

Our heartfelt thanks to our dedicated, hardworking, and truly extraordinary supporters, consultants, partners, staff and nonprofit clients who have been on this journey with us. We profoundly respect all you have accomplished again this year, and the courageous spirit in which you have done so. We look forward to forging new paths ahead, and embracing the future together.

With gratitude,



David Factor, *President and CEO*



Scott J. Weiner, *2021 Board Chair*

Social Justice at the Forefront

Social justice is inherent to ESC's mission. And this past year, particularly mindful of the racial inequity starkly revealed in our region, we rededicated our ESC community to help address this injustice.

Toward this end, we have developed initiatives that provide critically-needed support to nonprofits and their leaders who are striving to improve the lives of those impacted by systemic racism. We will continue to build upon this momentum as we evolve into our unique role in the movement toward social justice.

Case in point: our **Social Justice Sponsorship Fund (SJSF)** actively supports nonprofits that are on the front lines of social change. The SJSF supports our work with nonprofits whose programs intend to improve the lives of Black, Indigenous and People of Color (BIPOC) communities impacted by systemic racism or are led by professionals who are BIPOC.

We remain committed to leveraging our unique business model, collective talents and resources to seek and support nonprofits that work hard, every day, to build a more equitable Southern California.



BOARD OF DIRECTORS

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Danielle Benoit
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Michael J. Goldberg
Irwin J. Jaeger
Leslie Johnson
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Gregory T. Morrison
Lizbeth G. Nevarez
Robert Sainz
Robert F. Scoular
Daryl T. Twerdahl
David Zuercher

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Scott Choate, *Chair, Consultants
Advisory Council*

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Susan Afriat, *Training Manager*
Julia Fischer, *Vice President
of Organizational Consulting*
Justin Hudson, *Special Projects Assistant*
Sandy James, *Operations Associate*
Carla Juarez, *Development and
Communications Coordinator*
Di Lam, *Interim Vice President of
Administration*
Meghan Maloney, *Volunteer
and Programs Manager*
Michael Marquez, *Salesforce
and IT Administrator*
Larry McCormick, *Bookkeeper*
Janet McIntyre, *Vice President
of Programs and Training*
Maddy Seeley, *Organizational
Consulting Coordinator*
Dr. Kristyl Smith-Brown, *Associate
Director of Organizational Consulting*



Collaborating for Impact: Q&A with Joan Payden

If we had to pick one word to define long-time ESC supporter Joan Payden, it's *collaboration*. As Founder, President and CEO of the global investment management firm of Payden & Rygel, Joan is driven to building partnerships in every aspect of her work — and in her philanthropy. And since partnership and collaboration are deeply held values at ESC as well, we're proud to feature Joan in this year's Report to the Community.

ESC: You have generously provided ESC with support for many years, both through your company and as an individual contributor. What inspires you to continue giving?

Joan Payden: I am very supportive of nonprofits in general and, in many cases, they do a lot of wonderful things. But I don't know of another organization that does what ESC does. ESC is filled with people — the staff and volunteers — who are providing their time and expertise, and making a huge difference helping nonprofits run as strong organizations. I think it's amazing.



Read the full Q&A
with Joan Payden:
escsc.org/stories/payden

THANK YOU TO OUR Generous Supporters!

2020 FOUNDATION AND CORPORATE SUPPORTERS

Premier Sponsors (\$50,000 – \$99,999)
Diane and Guilford Glazer Philanthropies
Ralph M. Parsons Foundation
The Rose Hills Foundation

Sponsors (\$25,000 – \$49,999)
Joseph Drown Foundation
Dwight Stuart Youth Fund*
Payden & Rygel
Wells Fargo Foundation

Partners (\$15,000 – \$24,999)
The Capital Group Companies
Charitable Foundation
Dan Murphy Foundation
Resnick Foundation
Sunair Children's Foundation

Sustainers (\$10,000 – \$14,999)
John Gogian Family Foundation
J.B. and Emily Van Nuys Charities
The Samuel and Helene Soref Foundation
and Ben Breslauer

Supporters (\$5,000 – \$9,999)
City National Bank
Doris Factor Endowment Fund of the Jewish
Community Foundation of Los Angeles
John and Sarah Kobara Family Foundation*
MUFG Union Bank Foundation

Contributors (\$1,000 – \$4,999)
Destiny Coaching*
GHJ
Seeley W. Mudd Foundation
The Seaver Institute
Southern California Leadership Network
University of Southern California

*Collaborative Partners: projects where an outside funder fully underwrites an ESC learning cohort or a particular client's work with ESC through a consulting project or participation in an institute program.

Innovative Solutions for Exceeding Expectations

Innovative Housing Opportunities (IHO) is an affordable housing development nonprofit dedicated to the upward mobility of its residents. Under the leadership of President and CEO Rochelle Mills, Innovative Housing Opportunities not only adapted to the pandemic's unpredictability by adjusting how they delivered services to clients, but also surpassed their own long term fundraising goals within the year.



“In more ways than not, our organization actually grew last year. We grew in terms of our donations that we received. We grew in terms of the culture and purpose. We grew in terms of the camaraderie with our board and our staff, and I will tell you that is 100% a direct relationship or direct result of the EDLI and DDP programs”

— Rochelle Mills, *Executive Director*



Read more about IHO's
impact this year:
escsc.org/stories/IHO

2020 INDIVIDUALS

Visionaries (\$10,000 and above)

Steve Factor
Irwin Field
Abner Goldstine
Irwin Jaeger
Joan Payden
Scott Weiner
David Zuercher

Leaders (\$3,000 – \$9,999)

William Barrett
Ruth Feiler
William Flumenbaum
Michael Goldberg
Kate Ides
John and Jamie Krakowski
Al Lavery
Robert Scoular
Mary Trigg

Ambassadors (\$1,000 – \$2,999)

Bonnie Barnes
Margaret Black
David Blenko
Willie Burnside
Carla Christofferson
David Factor
Gerald and Lorraine Factor
Bill and Cece Feiler
Beverly Froelich
Tim Kittleson
Susan Leonard
Chuck Lindahl
Lizbeth Nevarez
John Power
Nancy Sacks
Harris Spurling
Laura Servant
Ron Vinje

Making a Difference Through Volunteerism

We asked a few of our amazing **CONSULTANTS** what they found most memorable about volunteering in 2020. This what they said:



"I've had the pleasure of working on a number of consultant teams over the last year. This has been particularly rewarding as we learn from one another, share experiences and expertise and support one another."

— Lynn Dines



"I would be remiss if I didn't mention how easy (and fun!) it was to work virtually with not only ESC staff, but my fellow consultants."

— Lauree Weaver



"Last year, volunteering at ESC gave us/me a way of finding new ways to continue supporting our community of nonprofits amidst an upsurge of new challenges. I was able to listen to clients who needed the space to share their worries and concerns and help them problem solve in this unprecedented environment."

— Leslie Horowitz



"This has become my 'second career' with a set of colleagues I truly cherish!!!"

— Mel Takata



"All my experiences with ESC throughout my 2+ years have been wonderful. My last project was particularly rewarding because my fellow ESC consultant and I were able to assist a dynamic community organization respond to the COVID-19 crisis in creative ways."

— Dale Johnston

Advocates (\$500 – \$999)

Susan Barton
Scott and Nancy Choate
John Coleman
Brad Ebner
Jerry and Judith Farber-Weissman
Mark Friedman
Michael Hirschfeld
Leslie Horowitz
Alma Johnson-Hawkins
Michael Linsk
Lad Lorenz
Ann McMullan
Janet Schulman
Cliff Scott
Roberta Suber
Richard Tom and Peggy Lennon
Daryl Twerdahl
Dirk van de Bunt
Pamela Wiley

Allies (\$250 – \$499)

Judy Bain
Karen Buxbaum
Linda Camras
Selina Chi
Megan Cooper
Rachel Davenport
Agapito Diaz
Lynn Dines and Asbjorn Melo
Richard Fass
Mona Field
Susan Fox
Vicky Foxworth
Jeff Henderson
Allan Ides
Leon Janks
Dale Johnston
Marty Lasker
Georgia Mercer
Fred Samulon
Steven Solton
Mel Takata
Richard Thaler
Sally Vasen Alter
Kathy Walsh
Seth Weintraub

Setting a Launch Pad for Ready, Set, Read!

Ready, Set, Read! was the first client to participate in ESC's pilot pro bono initiative, launched to help under-resourced nonprofits that might not otherwise be able to access consulting services due to budgetary constraints. Ready, Set, Read! promotes childhood literacy development by training parents in low-income households to read aloud to their children. And while Ready, Set, Read! has found success programmatically, its Executive Director Deb Burgin had been seeking ways to find long-term, financial sustainability through a more strategic fundraising approach.

“When ESC asked me if Ready, Set, Read would be willing to be the first nonprofit pro bono project, I jumped at the chance! For a small nonprofit with few resources, time is always an issue. Before, we had focused on programs rather than fundraising. We knew we had to add fundraising as a priority on our list.”

— Deb Burgin, *Executive Director*



READY, SET, READ!

Read more how Ready, Set, Read!
revamped their fundraising:
escsc.org/stories/ready-set-read



Friends (Up to \$249)

Susan Afriat
Barbara Arnold
Scott Barrett
Danielle Benoit
Michael Bridge
Jim Bright and Lucy Farber
Bennett Brown
Allison Celosia
Eric DeWeese
Gail Doi
Jim and Roxie Esterle
Sammy Feuerlicht
Julia Fischer
Susan Flaming
Gwen Flynn
Kathryn Girard
Daniel Goodstein
Clive Hoffman
Cathy Kaiser
Di Lam
Brenda Lynch
Michael Marshall
Renée Martinez
Larry McCormick
Janet McIntyre
Eric Moore
Francine Moskowitz
Theresa Murphy
Beatrice Nemlaha
Susan Nero
Felicity Palmer
Howard Parmet
Teri Paul
Yvette Reiner
Jake Rohrer
Gretchen Schulz
Madonna Shannon
Diane Siegfried
David Sorani
Mark Strunin
Sandy Tauber-Rosen
Ricardo Tejada
Eileen Walker
Lauree Weaver
Beverly Weise
Phil Young
Jim Zimring

Creating a Legacy Through Arts Discourse

For over 20 years, **Project X Foundation for Art & Criticism** has strived to create a unique and inclusive space for arts criticism and dialogue through its critical arts journal, *X-TRA*. During the onset of the pandemic — amid leadership changes and an unpredictable future — Project X became uncertain whether it could continue sustaining the journal any longer. However, their custom consulting engagement with ESC has changed the organization's trajectory for the better and they look to continue to make an imprint on the L.A. arts community for years to come.



“ESC consulting has given us the opportunity to step back with outsiders and to be reminded of what *X-TRA* and Project X represent, and the cultural import that we have within the community.”

— Jeff Beall, *Board Member*



X—TRA

Read more on Project X's journey towards sustainability:
escsc.org/stories/projectx

LIST OF CONSULTANTS

Susan Afriat
Albert Algaze
Barbara Arnold
Marshal Backlar
Judy Bain
Bonnie Barnes
Susan Barton
Natalia Baudin
David Blenko
J. Lee Braly
Benjamin Breslauer
Michael Bridge
Jim Bright
Karen Buxbaum
Linda Camras
Betsy Cheek
Selina Chi
Scott Choate*
John Coleman
Clarence Daniels
Rachel Davenport
Eric DeWeese
Agapito Diaz*
Lynn Dines*
Gail Doi
Jim Esterle
Roxie Esterle
Richard Fass
Sammy Feuerlicht
Mona Field
Susan Flaming
Gwen Flynn
Michele Foster
Susan Fox
Mark Friedman
Beverly Froelich
Laura Fuhrman
Gabriel Garciamendez
Kathryn Girard
Daniel Goodstein
Thyonne Gordon
Micah Greenberg

Who We Serve

Our consultants contributed **11,023** volunteer hours in 2020 to help nonprofits in the community.

CONSULTING SERVICES

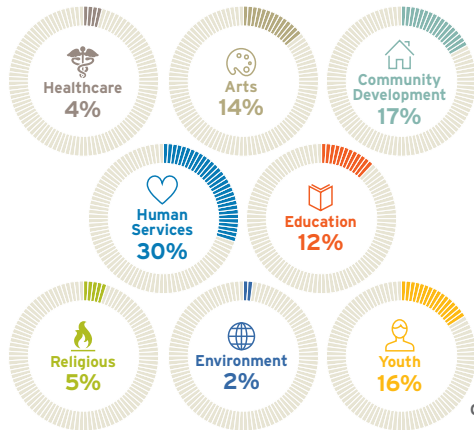


OUR SERVICES

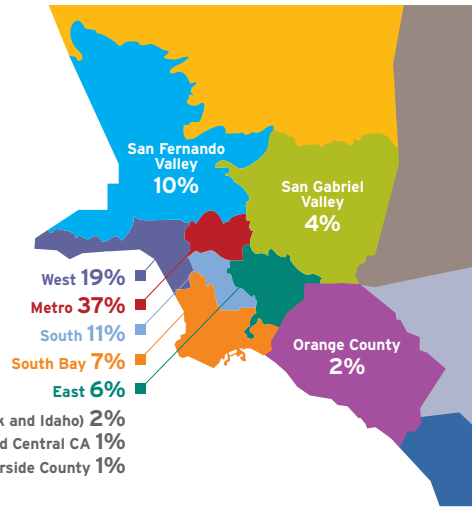
INSTITUTES AND PROGRAMS



CLIENTS BY MISSION



CLIENTS BY REGION



- Stephen Gutwillig
- Jeff Henderson
- Michael Hirschfeld
- Clive Hoffman
- Leslie Horowitz
- Leon Janks
- Alma Johnson-Hawkins*
- Dale Johnston
- Cathy Kaiser
- Gerri Katz
- Tim Kittleson
- Bert Kleinman
- Yu-Lin Kong
- Devra Korwin
- John Krakowski
- Marty Lasker
- Al Lavery
- Steven Lavine
- George Leftwich
- Peggy Lennon
- Hugh Leonard
- Susan Leonard
- Elizabeth Leung
- Chuck Lindahl
- Michael Linsk
- Brigette Loden
- Lad Lorenz*
- Brenda Lynch
- Michael Marshall
- Renée Martinez
- Karen McCarthy
- Ann McMullan
- Asbjorn Melo
- Georgia Mercer
- Judy Milestone
- Francine Moskowitz
- Theresa Murphy
- Alma Myers
- Scott Nave
- Polly Nelson
- Beatrice Nemlaha
- Susan Nero
- Howard Parmet
- Teri Paul

Clients Served in 2020

In 2020, ESC served 122 clients on 213 projects.

A Place Called Home
American Friends of the Israel
Philharmonic Orchestra
American Jewish University
American Youth Symphony
Angeles Chorale
Anti-Recidivism Coalition
Arlington Garden in Pasadena
Aurelia Foundation
Aviva Family and
Children's Services
Beit T'Shuvah
Brave Trails
Break the Cycle
Builder Bees
Burbank Temple Emanu El
Carousel Ranch
CASA of Los Angeles
Center for Strategic
Partnerships
Center for the
Pacific Asian Family
Centinela Youth Services, Inc.
Central City
Neighborhood Partners
Charles R. Drew University of
Medicine and Science
Children's Defense Fund -
California
CLARE | MATRIX
Coalition for Engaged Education
College Match
Community Corporation
of Santa Monica
Conaxion Inc.
Connections for Children
Creative Minds
Don Bosco Technical Institute
Downtown Women's Center

East Los Angeles
Women's Center
El Nido Family Centers
Equality California
EveryoneOn
FEAST
First Congregational Church
of Los Angeles
Foothill Family
Friends of Villa Aurora &
Thomas Mann House, Inc.
Fuente Latina
Glendale Arts
Gold Shield Alumnae of UCLA
Grand Vision Foundation
Grid110
Griffith Observatory Foundation
H.E.L.P. - Healthcare and
Elder Law Program
Immigrants Charitable
Foundation
Innovative Housing
Opportunities
Institute for Public Strategies
Jenesse Center, Inc.
Jewish Multiracial Network
Jewish Women's Theatre
JLA Trust & Services
Karsh Family Social
Service Center Inc.
Korean American Coalition
Korean American
Family Services
Kounkuey Design Initiative
L.A. Works
LEAP (Leadership Education
for Asian Pacifics)
Learning Rights Law Center
Los Angeles Center for Law

and Justice
Los Angeles Homeless
Services Authority
Los Angeles LGBTQ Chamber
of Commerce
Los Angeles Parks Foundation
Los Angeles Wellness Station
Loyola Marymount University
MY HERO Project
Mychal's Learning Place
Network for Teaching
Entrepreneurship (NFTE)
Greater LA
Otis College of Art and Design
OUR HOUSE Grief
Support Center
Peace Over Violence
PLUS ME Project
POPS the Club
PowerMyLearning
Rainbow Services
Ready, Set, Read!
Richstone Family Center
Riverside Area Rape
Crisis Center
Sages & Seekers
Salesian Boys and Girls Club
Shakespeare Youth Festival
SHARE!
Shelter Art Foundation
Silverlake Independent Jewish
Community Center (SIJCC)
South Central Los Angeles
Ministry Project
Southern California Grantmakers
Southside Coalition of
Community Health Centers
SRD Straightening Reins
St. Barnabas Senior Services

Stepping Forward LA
Strength United
Su Casa - Ending
Domestic Violence
Sun Valley Museum of Art
Sustainable Works
Swim with Heart
Synagogue Village Network
Synergy Academies
The Academy Project
The California Endowment
The Changemaker Project
The Dinner Party
The Gabriella Foundation
The Outwards Archive, Inc.
The Purple Aisle
The Rabbinical Assembly
Toberman Neighborhood Center
UCLArts & Healing
UMMA Community Clinic
Union Station
Homeless Services
Urban Voices Project
Valley Beth Shalom
Valley Jewish Community Center
Variety Boys & Girls Club
Village Arts
Wallis Annenberg Center
for the Performing Arts
Wishtoyo Foundation
Women's Voices Now
Would Works
Young Storytellers Foundation
YWCA Glendale and Pasadena
YWCA of San Gabriel Valley

Yvette Reiner
Yesmean Rihbany
Jake Rohrer
Nancy Sacks
Prakash Sakraney
Fred Samulon
Karen Schneider
Janet Schulman
Jorge Sciupac
Cliff Scott
Madonna Shannon
Diane Siegfried
Marlene Senger
Harris Sperling
Jill Spuehler
Barry Steinberg
Mark Strunin
Roberta Suber*
Ethel Taft
Mel Takata*
Ricardo Tejada
Richard Thaler
David Tillipman
Richard Tom
Mary Trigg
Gene Tuch
Dirk van de Bunt
Sally Vasen Alter
Linda Wah
Eileen Walker
Lauree Weaver
Lois Weinsaft
Beverly Weise
Jerry Weissman
Jeff Wolfe
Tena Yatroussis
Phil Young
Jim Zimring

Thank you to our volunteer consultants!

**Serves on Consultants Advisory Council*

Financial Statements

Statement of Financial Position

Year Ending December 31, 2020

Assets

| | |
|---|------------------|
| Cash and cash equivalents | \$442,856 |
| Accounts receivable | 209,677 |
| Contributions Receivable | 2,000 |
| Prepaid expenses and Other Assets | 15,350 |
| Investments | 1,569,564 |
| Software, net of Accumulated Depreciation of \$24,213 for 2020 and \$17,295 for 2019 | 28,267 |
| Total assets | 2,267,714 |

Liabilities and Net Assets

| | |
|---------------------------------------|----------------|
| Accounts Payable and Accrued Expenses | \$57,138 |
| Deferred revenue | 203,253 |
| Paycheck Protection Program Loan | 153,537 |
| Total Liabilities | 413,928 |

Total Net Assets

| | |
|---|------------------|
| Total Net Assets Without Donor Restrictions | <u>1,853,786</u> |
|---|------------------|

Total Liabilities and Net Assets **\$2,267,714**

Statement of Activities

Year Ending December 31, 2020

Revenues and Support

| | 2020 Total | 2019 Total |
|---------------------------------------|------------------|------------------|
| Grants and Contribution Revenue | \$666,652 | \$1,005,510 |
| Donated Services - Consultants | 3,141,698 | 3,054,773 |
| Donated Use of Facility | 41,829 | - |
| Program Service Fees | 334,609 | 343,467 |
| Investment Income | 153,207 | 212,900 |
| Net Assets Released from Restrictions | - | - |
| Total Revenue and Support | 4,337,995 | 4,616,650 |

Expenses

| | | |
|---------------------------------|-------------------------|-------------------------|
| Program Expenses | 3,875,580 | 3,805,111 |
| Management and General Expenses | 283,431 | 281,486 |
| Fundraising Expenses | <u>172,130</u> | <u>167,747</u> |
| Total Expenses | <u>4,331,141</u> | <u>4,254,344</u> |
| Change in Net Assets | 6,854 | 362,306 |

Net Assets - Beginning of Year **1,846,932** **1,484,626**

Net Assets - End of Year **\$1,853,786** **\$1,846,932**

Complete financial statements, with the unqualified report of our auditors, CliftonLarsonAllen, LLP, are available from the offices of ESC.