

Accelerating Impact. Together.
2022 REPORT TO THE COMMUNITY

Accelerating Impact. Together.

Each moment holds the promise to be a catalyst for extraordinary change. Whether this results from the spark of innovation or the culmination of an evolutionary process, the world is different from that point forward.

This past year has been one of these pivotal moments.

In response to the challenges in our communities, our nonprofit clients are accelerating their advancement. They are rapidly developing bold programs and initiatives to enhance their impact by addressing the daunting issues facing our community and creating new ways to help the people who rely on their urgently needed services.

At Executive Service Corps of Southern California, we too are accelerating with new approaches to our work. Building on 40 years of development, we serve as a unique resource to the nonprofit sector, providing foundational and increasingly multi-dimensional engagements that are directly responsive to our clients' needs.

We are also growing in ways that make us stronger, and better able to support our clients' transformative advancements. This year's cohort of new volunteer consultants builds on our corps of dynamic, dedicated individuals — with an exceptional diversity of skills, expertise, and "lived" experience. At the Board level, we have expanded with new voices of leadership to help guide us as we embrace the rapidly emerging landscape.

We are profoundly grateful to our nonprofit clients, along with our supporters, consultants, staff, Board, and partners. You inspire us to try harder, aim higher, and continually seek new ways to excel at what we do — working tirelessly to improve our communities. And you make this all possible! Every day we ask ourselves if we are making a difference, and thanks to you, the answer is always yes. We are honored to be a force for change alongside you, as we step into the future together.

With gratitude,



David Factor, *President and CEO*



Laura Survant, *2022 Board Chair*

Thanks to Two Pillars of the ESC Community

Retiring Board members **Irwin Field** and **David Zuercher** exemplify the very spirit of ESC. We are incredibly grateful for Irwin and Dave's continuing — and vital — involvement in building ESC's future even after their Board service ended!



"Irwin's passion for ESC has been ever present and infectious for 22 years. He truly modeled leadership, commitment, and generosity and recruited many to ESC, encouraging and mentoring those he touched."

Dave leaves a legacy of leadership that has positioned ESC for the future. He laid a foundation to ESC's strategy that has enhanced our impact to the nonprofit community we serve."

— Laura Survant, 2022 Board Chair

"Irwin's heart was the soul of ESC for over two decades - selflessly and endlessly giving of his time and resources. He led by example, evolving into the Board member that other Board members always turned to."

In the four areas that define exemplary Board service (leadership, philanthropy, contribution, and passion), Dave is off the charts. He helped define what it means to 'step up to the plate.'"

— Scott Weiner, 2019-2021 Board Chair

From Strength to Strength: Announcing New Board Members

We are pleased to welcome wonderful new voices to our leadership. Each of these Board members brings a wealth of experience, representing a diverse range of backgrounds, deep knowledge, and valuable expertise.



RUTH BERNSTEIN
Assistant Professor
of Nonprofit
Management,
Pepperdine University



FREGIA HARROLD
Business Affairs
Executive,
Apple TV+



LESLIE JOHNSON
Executive Vice
President,
Skirball Cultural
Center



GREGORY T. MORRISON
Managing Director,
Payden & Rygel
Investment
Management



NORMAN PAYSON, M.D.
President and
Healthcare Industry
Entrepreneur,
NCP, Inc.



ROBERT SAINZ
President and
Executive Director,
New Ways To Work

BOARD OF DIRECTORS

Laura L. Survant, *Chair*
Eric L. Moore *Vice Chair*
Abner D. Goldstone, *Treasurer and Vice President of Finance*
Kate Ides, *Secretary*
William R. Barrett, Jr.
Danielle Benoit
Ruth Bernstein
William Flumenbaum
Shani Fregia Harrold
Michael J. Goldberg
Irwin J. Jaeger
Leslie Johnson
Gregory T. Morrison
Lizbeth G. Nevarez
Norman Payson
Robert Sainz
Robert F. Scoular
Daryl T. Twerdahl
Scott J. Weiner

Ex Officio

David Factor, *President and CEO*
Scott Choate, *Chair, Consultants Advisory Council*

STAFF

David Factor, *President and CEO*
Susan Afriat, *Training Manager*
Teaa Bradley, *Executive Assistant*
LC Charity, *Client Services Senior Coordinator*
Julia Fischer, *Vice President of Client Services*
Steve Gutwillig, *Interim Director of Organizational Consulting*
Carla Juarez, *Development and Communications Coordinator*
Di Lam, *Interim Vice President of Administration*
Meghan Maloney, *Associate Director of Volunteers and Cohort Programs*
Michael Marquez, *Salesforce and IT Administrator*
Larry McCormick, *Bookkeeper*
Janet McIntyre, *Vice President of Programs and Training*
Maddy Seeley, *Organizational Consulting Assistant*
Dr. Kristyl Smith-Brown, *Organizational Consulting Manager*
Erin Tanenbaum, *Vice President of Operations*
Matt Wheeler, *Associate Director of Development and Communications*

Q&A with Capital Group and Board Member Bill Flumenbaum

For over 20 years, Capital Group and the Capital Group Companies Charitable Foundation have supported ESC, not just as a funder but also as a source of Board leadership.

Since it was founded in Los Angeles in 1931, Capital Group has grown into one of the world's largest investment management organizations, managing over \$2 trillion.

While this is of course impressive, the company truly prides itself on its commitment to charitable causes and the deep involvement of its associates in those efforts.

We spoke with **Bianca Dobrikovic, Corporate Charitable Giving Business Partner, and Bill Flumenbaum, Senior Vice President and Investment Counselor and ESC Board member**, about Capital Group's commitment to philanthropy and how our continued partnership supports both Capital Group's and ESC's missions to create a strong and impactful nonprofit sector.

ESC: Capital Group is known for its powerful commitment to philanthropy, and for supporting nonprofits in our community. Can you speak to this commitment, and why it is so vitally important to your organization?

BIANCA DOBRIKOVIC: Capital Group's mission is to improve people's lives through successful investing, and it's also our motivation for doing all we can to make a positive impact on our associates and communities.



Read the full interview:
escsc.org/stories/capital-group



THANK YOU TO OUR Generous Supporters!

2021 FOUNDATION AND CORPORATE SUPPORTERS

Premier Sponsors (\$50,000 and above)
S. Mark Taper Foundation

Sponsors (\$25,000 – \$49,999)
The Capital Group Companies
Charitable Foundation
Dan Murphy Foundation
Dwight Stuart Youth Fund*
Hawaii Community Foundation
Payden & Rygel
State of California
Wells Fargo Foundation

Partners (\$15,000 – \$24,999)
George Hoag Family Foundation
J.B. and Emily Van Nuys Charities*
Sunair Children's Foundation

Sustainers (\$10,000 – \$14,999)
John Gogian Family Foundation
The Samuel & Helene Soref Foundation
and Ben Breslauer

Supporters (\$5,000 – \$9,999)
The Ahmanson Foundation
City National Bank
Doris Factor Endowment Fund of the Jewish
Community Foundation of Los Angeles
Harold Brown Foundation
MUFG Union Bank Foundation
Southern California Gas Company*
University of Southern California

Contributors (Up to \$4,999)
GHJ
O'Melveny & Myers
Resnick Foundation
The Seaver Institute
Southern California Leadership Network

**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.*

Building Tomorrow's Leaders

At ESC, we are proud of our work in supporting and nurturing young leaders. Our work with DIY Girls, a nonprofit based in the San Fernando Valley, is a shining example. Their mission is to increase girls' interest and success in technology and engineering through innovative educational experiences and mentor relationships.

When Leticia Rodriguez first started in 2017 as Executive Director of DIY Girls, the organization was slowly scaling and evolving. Over time, Leticia and DIY Girls' board realized they needed support to bring the organization to the next level. ESC's Executive Director Leadership Institute (EDLI) was exactly the right program for what they had in mind.



“At the end of the day, what’s most important is that our programs have a positive impact on our students. And my leadership growth also impacts our students. It has a ripple effect that pays it forward.”

— Leticia Rodriguez, *Executive Director*

Read more about Leticia's leadership growth with DIY Girls:
escsc.org/stories/diy-girls



2021 INDIVIDUALS

Visionaries (\$10,000 and above)

Ruth Bernstein
David Blenko
Steve and Anne Factor
Irwin Field
Abner and Roslyn Goldstine
Kate Ides
Irwin Jaeger
Joan Payden
Scott Weiner
Dave Zuercher

Leaders (\$3,000 – \$9,999)

Bill Barrett
Ruth Feiler
Bill Flumenbaum
Michael Goldberg
Leslie Johnson
Al Lavery
Susan Leonard
Greg Morrison
Lizbeth Nevarez
Prakash Sakraney
Robb Scoular
Laura Survant
Mary Trigg

Ambassadors (\$1,000 – \$2,999)

Bonnie Barnes
Margaret Black
Willie Burnside
Lynn Dines and Asbjorn Melo
Gerald and Lorraine Factor
Beverly Froelich
Jim Horwich
John and Jamie Krakowski
Chuck Lindahl
Lad Lorenz
Denise Raytis
Nancy Sacks
Fred Samulon
Diana Walker
Jerry Weissman and
Judith Farber-Weissman



Consultant Spotlight

A few of our amazing **CONSULTANTS** share how volunteering at ESC has impacted their professional and personal lives.



“I have been personally inspired by our clients and consultants. I had no idea of the range of services offered by L.A. area non-profits. My eyes were opened to the profound needs out in our community. Every interaction with my fellow consultants reminds me of their empathy and approachability.”

— Phil Young



“I thrive on learning opportunities and ESC has helped me broaden my professional perspective and approach. Working with nonprofits has taught me to explore new ways of working and supporting them, which has been so rewarding.”

— Yesmean Rihbany



“In my four years at ESC, I have been able to sharpen my interviewing skills and respond both to the substance and tone of my coachees.”

— Judy Milestone



“As a coach, I have become a better and more empathic listener - all skills that transcend the coaching.”

— Linda Wah



“Personally, and professionally, one of the most rewarding aspects for me is the opportunity to work with organizations whose missions align with my values - to improve the quality of lives for those in my own community.”

— Laura Fuhrman

Advocates (\$500 – \$999)

Judy Bain
Susan Barton
Danielle Benoit
Karen Buxbaum
Linda Camras
Scott and Nancy Choate
Rachel Davenport
David Factor
Vicky Foxworth
Mark Friedman
Leslie Horowitz
Alma Johnson-Hawkins
Michael Linsk
Edward Nahmias
Beatrice Nemlaha
Teri Paul
Janet Schulman
Jorge Scjupac
Cliff Scott
Harris Sperling
Jill Spuehler
Roberta Suber
Daryl Twerdahl
Pamela Wiley

Allies (\$250 – \$499)

Susan Afriat
Megan Cooper
Agapito Diaz
Richard Fass
Sammy Feuerlicht
Mona Field
Jeff Henderson
Michael Hirschfeld
Dale Johnston
Cathy Kaiser
Marty Lasker
Michael Marshall
Renée Martinez
Ann McMullan
Polly Nelson
John Power
Robert Sainz
Madonna Shannon
Steven Solton
Mel Takata
Richard Thaler
Sally Vasen Alter
Kathy Walsh

Collaborating to Increase Nonprofit Capacity

For 40 years, the John Gogian Family Foundation has been dedicated to supporting community-based organizations that enhance the quality of people's lives in Los Angeles County.

While financial support for nonprofits is critical, the John Gogian Family Foundation and ESC have partnered to create another kind of funder-grantee relationship that develops nonprofit capacity and sustainability. Through this partnership, Gogian grantees have full access to all of ESC's offerings — all at no cost to the grantee.

Together, we are ensuring that the Foundation's grantees have access to the capacity-building trainings and consulting services they need to meet the unique and growing needs each of them faces in their work.

“This type of complex collaborative partnership transforms the relationship between organizations and funders beyond the transaction of funds.”

**— Sue Cody, COO/CFO,
John Gogian Family Foundation**



The John Gogian Family Foundation

Read more about the innovative ways the John Gogian Family Foundation and ESC are working together:
escsc.org/stories/gogian



Friends (Up to \$249)

Jim Bright and Lucy Farber
Sophie Bronstein
Bennett Brown
Anne Bunney
Allison Celosia
Betsy Cheek
Eric DeWeese
Gail Doi
Susan Dunn
Jim and Roxie Esterle
Julia Fischer
Susan Flaming
Gwen Flynn
Laura Fuhrman
Allan Geller
Joan Herman
Jennifer Hinman
Stephanie Kaiser
Tim Kittleson
Melanie Koelsch Horowitz
Di Lam
Larry McCormick
Janet McIntyre
Georgia Mercer
Judy Milestone
Eric Moore
Francine Moskowitz
Theresa Murphy
Susan Nero
Felicity Palmer
Howard Parmet
Yvette Reiner
Jake Rohrer
Liz Schindler Johnson
Gretchen Schulz
Diane Siegfried
Mark Strunin
Sandy Tauber-Rosen
Gene Tuch
Eileen Walker
Lauree Weaver
Lois Weinsaft
Beverly Weise
Jeff Wolfe
Phil Young
Kathleen Zall
Jim Zimring

Strengthening Families. Increasing Impact.

In 2021, following a successful experience with ESC's Executive Directors Leadership Institute (EDLI) program, Jennifer Cowan, the Executive Director of Connections for Children (CFC), sought further support from ESC to increase CFC's board effectiveness and involvement.

For more than 45 years, Connections for Children (CFC) has played a critical role in the Los Angeles community, building a stronger future for children, families, and communities through quality childcare resources, education, and guidance. Jennifer and CFC's board have a vision for their future; one in which CFC's infrastructure would propel the organization to reach more people, increase their impact, and meet the growing needs of parents, children, and caregivers alike.



“With support from ESC, I believe we are well positioned to achieve our goals — even with the challenges facing our communities these past few years.”

— Jennifer Cowan, *Executive Director*



Read more about ESC's support of Jennifer and CFC's board through leadership coaching and board development: www.escsc.org/stories/cfc



LIST OF CONSULTANTS

Susan Afriat
Albert Algaze
Judy Bain
Bonnie Barnes
Susan Barton
Natalia Baudin
David Blenko
Ashok Boghani
J. Lee Braly
Benjamin Breslauer
Jim Bright
Karen Buxbaum
Linda Camras
Antonio Casasola
Betsy Cheek
Selina Chi
Scott Choate*
John Coleman
Bernice Conn
Clarence Daniels
Rachel Davenport
Eric DeWeese
Agapito Diaz
Lynn Dines*
Gail Doi
Roxie Esterle
Jim Esterle
Jim Evans
Richard Fass
Sammy Feuerlicht
Mona Field
Mary Fitzpatrick
Susan Flaming
Gwen Flynn
Susan Fox
Joyce Fried
Mark Friedman
Beverly Froelich
Laura Fuhrman
Kathryn Girard
Daniel Goodstein

Who We Serve

Our consultants contributed **11,048** volunteer hours in 2021 to help nonprofits in the community.

CONSULTING SERVICES

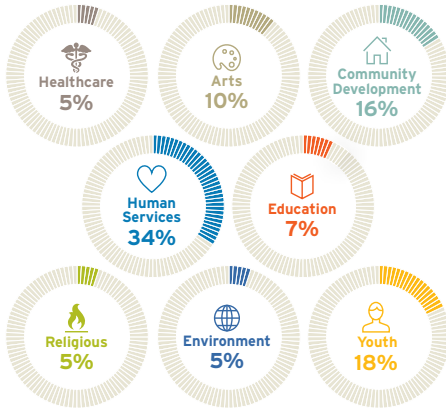


OUR SERVICES

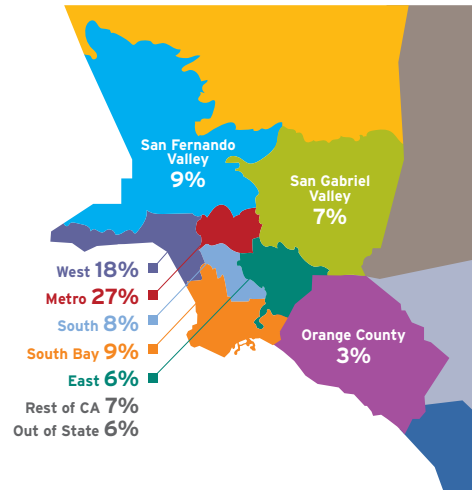
INSTITUTES AND PROGRAMS



CLIENTS BY MISSION



CLIENTS BY REGION



- Thyonne Gordon
- Micah Greenberg
- Stephen Gutwillig
- Jeff Henderson
- Joan Herman
- Michael Hirschfeld
- Clive Hoffman
- Leslie Horowitz
- Leon Janks
- Dale Johnston
- Cathy Kaiser
- Gerri Katz
- Mariette Keshishian
- Tim Kittleson
- Bert Kleinman
- Yu-Lin Kong
- Devra Korwin
- John Krakowski
- Betty LaMarr
- Marty Lasker
- Al Lavery
- Steven Lavine
- George Leftwich
- Peggy Lennon
- Hugh Leonard
- Susan Leonard
- Elizabeth Leung
- Chuck Lindahl
- Michael Linsk
- Lad Lorenz*
- James Lott
- Brenda Lynch
- Michael Marshall
- Renée Martinez*
- Ann McMullan
- Asbjorn Melo
- Georgia Mercer
- Judy Milestone*
- Francine Moskowitz
- Theresa Murphy
- Polly Nelson
- Beatrice Nemliaha
- Susan Nero
- Howard Parmet

Clients Served in 2021

ESC served 104 clients on 161 projects.

4GIRLS

A Community of Friends
A Place Called Home
Accidental Impacts
Adelante Youth Alliance
Adventure Risk Challenge
Affordable Housing
Clearinghouse
American Jewish University
American Youth Symphony
ARC
Arlington Garden
in Pasadena
Arts for Healing
and Justice Network
Arts for LA
Big Sunday
Bob Hope USO
Bread Head
Burbank Temple Emanu El
California Children's
Academy
California Farmworker
Foundation
California Missions
Foundation
California Stormwater
Quality Association
Camp del Corazon
Carousel Ranch
CASA of Los Angeles
Center for the Pacific
Asian Family
Children's Defense Fund -
California
CLARE | MATRIX

CLUE: Clergy & Laity United
for Economic Justice
Coalition for
Engaged Education
Connections for Children
Daniel Pitino Shelter
Decro Corporation
DIY Girls
Don Bosco
Technical Institute
Downtown Women's Center
East Los Angeles
Community Youth Center
East Los Angeles
Women's Center
El Nido Family Centers
Executive Service Corps
of Central Oklahoma
Film Independent
Foothill Family
Friends Of Residential
Treasures: LA
Friends of Warm Hearth
Glendale Arts
Grand Vision Foundation
Innovative Housing
Opportunities
Insight Garden Program
Institute for
Public Strategies
Jenesse Center, Inc.
JLA Trust & Services
JQ International
Korean American Coalition
Korean American
Family Services
Kounkuey Design Initiative

LA Center for
Strategic Partnerships
Las Fotos Project
Los Angeles Center for
Law and Justice
Los Angeles Homeless
Services Authority
Los Angeles Parks
Foundation
Loyola Marymount
University
MOSTe
MY HERO Project
New Mexico Asian
Family Center
North East Trees
Otis College of Art
and Design
OUR HOUSE Grief
Support Center
Outward Bound Adventures
Peace Over Violence
POPS the Club
PowerMyLearning
Present Now
Project Angel Food
Project X Foundation
for Art & Criticism
Providence Home
& Community Care
Rainbow Services
Richstone Family Center
Riverside Area Rape
Crisis Center
Safe Place for Youth
Salesian Boys and Girls Club
Shalom Institute

SHARE!

South Central Los Angeles
Ministry Project
South Coast Botanic
Garden Foundation
Southern California
Grantmakers
Southern California
Leadership Network
SRD Straightening
Reins Foundation
St. Barnabas
Senior Services
Strength United
Sun Valley Museum of Art
Swim with Heart
Synagogue Village Network
The Cornucopia Institute
The Outwards Archive
The Place4Grace
Toberman Neighborhood
Center
UMMA Community Clinic
Union Station
Homeless Services
Unusual Suspects
Theatre Company
Valley Beth Shalom
Variety Boys & Girls Club
Wallis Annenberg Center
for the Performing Arts
Wishtoyo Foundation
YWCA Glendale
and Pasadena
YWCA of San Gabriel Valley

Teri Paul
Yvette Reiner
Yesmean Rihbany
Gail Rollman
Nancy Sacks
Prakash Sakraney
Fred Samulon
Karen Schneider
Janet Schulman
Jorge Sciapac
Cliff Scott
Madonna Shannon
Diane Siegfried
Marlene Singer
Ellen Sloan
Harris Spering*
Barry Steinberg
Wayne Stickney
Mark Strunin
Roberta Suber
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
Carolyn Williams
Jeff Wolfe
Tena Yatroussis
Phil Young
Jim Zimring

**Serves on Consultants
Advisory Council*

Financial Statements

Statement of Financial Position Year Ending December 31, 2021

Assets	
Cash and cash equivalents	\$685,289
Accounts receivable	205,004
Contributions Receivable	13,600
Prepaid expenses and Other Assets	17,419
Investments	1,668,705
Software, net of Accumulated Depreciation of \$34,709 for 2021 and \$24,213 for 2020	17,771
Total assets	\$2,607,788
Liabilities and Net Assets	
Accounts Payable and Accrued Expenses	\$79,025
Deferred revenue	261,935
Paycheck Protection Program Loan	153,537
Total Liabilities	494,497
Total Net Assets	<u>2,113,291</u>
Total Liabilities and Net Assets	\$2,607,788

Statement of Activities Year Ending December 31, 2021

Revenues and Support	2021 Total	2020 Total
Grants and Contribution Revenue	\$718,224	\$666,652
Donated Services - Consultants	3,343,383	3,141,698
Paycheck Protection Program Loan Forgiveness	154,988	-
Donated Use of Facility	28,440	41,829
Program Service Fees	370,818	334,609
Investment Income	201,053	153,207
Net Assets Released from Restrictions	-	-
Total Revenue and Support	4,816,906	4,337,995
Expenses		
Program Expenses	4,061,028	3,875,580
Management and General Expenses	285,922	283,431
Fundraising Expenses	<u>210,451</u>	<u>172,130</u>
Total Expenses	<u>4,557,401</u>	<u>4,331,141</u>
Change in Net Assets	259,505	6,854
Net Assets - Beginning of Year	<u>1,853,786</u>	<u>1,846,932</u>
Net Assets - End of Year	\$ <u>2,113,291</u>	<u>\$1,853,786</u>

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