



# 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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and Programs Manager*  
Michael Marquez, *Salesforce  
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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](https://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](https://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](https://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 Nemplaha  
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](https://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.

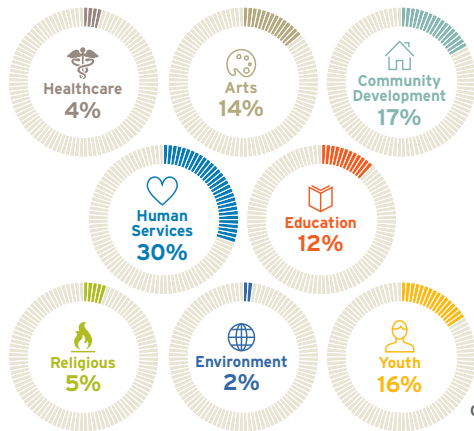
## CONSULTING SERVICES



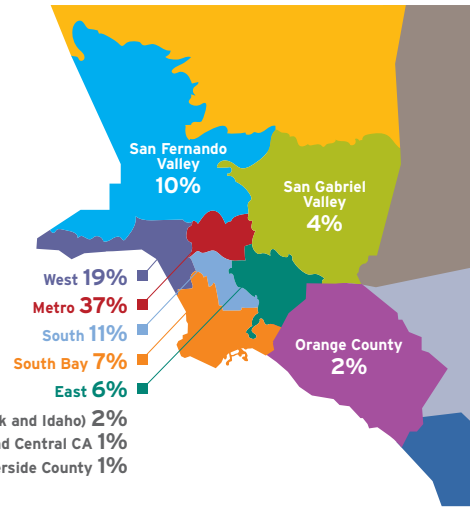
## INSTITUTES AND PROGRAMS



## 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 Sciuppac  
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
<b>Total assets</b>	<b>2,267,714</b>

### Liabilities and Net Assets

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

### Total Net Assets

Total Net Assets Without Donor Restrictions	<u>1,853,786</u>
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**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	-	-
<b>Total Revenue and Support</b>	<b>4,337,995</b>	<b>4,616,650</b>

### 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>
<b>Total Expenses</b>	<b><u>4,331,141</u></b>	<b><u>4,254,344</u></b>
<b>Change in Net Assets</b>	<b>6,854</b>	<b>362,306</b>

**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.*