

DOING OUR PART.

2025 REPORT TO THE COMMUNITY

 executive
service corps southern california



Photos courtesy of Achievable Health, CA Stormwater Quality Assoc., and ESC's Consulting Corps

2025 ESC Report to the Community

This past year has been one of tremendous disruption and uncertainty for our region. Nonprofit leaders – who are already working tirelessly to serve the people who rely on them – face new challenges every day.

These pressures are driven by many factors – including the wildfire disaster, inflation, cuts in federal funding, attacks on immigrant rights, and the increasing demand for nonprofit's services amid rising community need.

Throughout our 45-year history, ESC has stepped up to *Do Our Part*, helping nonprofits become stronger and more resilient. And this year has been no exception. Through our unique model – and as a nonprofit ourselves – ESC is evolving, creating new programs, services, and approaches to stay ahead of this rapidly changing and disruptive landscape.

ESC's leadership has also changed, heralding the beginning of a brand-new chapter for our organization. Julia Fischer and Erin Tanenbaum, who previously served as ESC's Vice President, Client Services and Vice President, Operations, respectively, became our new Co-Presidents and Co-CEOs. Julia and Erin bring a wealth of complementary knowledge, expertise, and experience to their co-leadership roles.

We are deeply grateful to our remarkable volunteer consultants, funders, nonprofit clients, staff and board for your commitment to ESC – particularly during these extraordinary times. We look forward to our continuing partnerships, and forging new ones, as we move forward together with strength, resilience, and confidence into our future.

With gratitude,



Eric L. Moore,
2025 Board Chair



Julia Fischer,
Co-President and Co-CEO



Erin Tanenbaum,
Co-President and Co-CEO



A BELOVED LEADER RETIRES

After 12 years as ESC's President and CEO, David Factor made the decision to retire. David has been a transformational leader for ESC. His commitment to strengthening communities solidified ESC's position as a critical resource and trusted partner for nonprofits in Southern California.

David will continue to support ESC as President Emeritus through March 2026.

ESC's Exciting New Co-Leadership

This year, ESC selected two extraordinary leaders to guide our organization. Working as a team, Julia Fischer and Erin Tanenbaum guide our mission, strategic direction, financial sustainability, and values-driven culture in a dynamic new co-leadership model.

Julia Fischer, Psy.D., Co-President and Co-CEO, brings over 20 years of experience helping mission-driven organizations sharpen their strategy, strengthen their teams, and scale their impact.

Prior to being selected as Co-President and Co-CEO, Julia served as ESC's Vice President, Client Services, where she consistently expanded earned revenue, deepened program design, and forged new partnerships with nonprofits ranging from grassroots groups to \$600 million organizations.

Julia brings to ESC experience in leadership roles at a performing arts organization, a university design institute, as an Adjunct Professor of Organizational Psychology, as well as a portfolio of consulting and executive coaching clients.

Erin Tanenbaum, Co-President and Co-CEO, has spent over two decades working in nonprofit management and philanthropy. With a depth of experience and expertise spanning a wide range of roles, she helped individuals, corporations, and funders become stewards of change.

Prior to being selected as Co-President and Co-CEO, Erin served as ESC's Vice President, Operations, overseeing daily operations, human resources, fund development, and communications.

Erin's leadership is grounded in service and shaped by a deep understanding of the challenges and opportunities nonprofit professionals face. Notably, she previously served as Executive Director at Southern California Leadership Network (SCLN) and has held high-level positions at many organizations, including the Venice Family Clinic, California Community Foundation, and Southern California Grantmakers.



Left to right:
Erin Tanenbaum and Julia Fischer

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Erin Tanenbaum, *Co-President and Co-CEO*
David Factor, *President Emeritus*
Asbjorn Melo, *Chair, Consultants' Advisory Council*

* In Memoriam, Board Service 2006-2025

STAFF

Julia Fischer, *Co-President and Co-CEO*
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Di Lam, *Interim Director, Development*
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Meghan Maloney, *Director, Volunteers and Cohort Programs*
Michael Marquez, *Administrator, Salesforce and IT*
Larry McCormick, *Bookkeeper and Associate, Client Services*
DW Parker, *Coordinator, Volunteers and Cohort Programs*
Jane Wright, *Manager, Development and Communications*

Building Resilience

At ESC, we deeply value building lasting relationships with the nonprofits we serve – reflected by our 10-year partnership with **Achievable Health**. Achievable Health provides comprehensive, high-quality healthcare with a focus on people with intellectual and developmental disabilities, as well as education for healthcare professionals on how to care for this population.

As Carmen Ibarra, CEO of Achievable Health shared, in our healthcare system, “fewer than 40% of medical practices have accessible equipment and typically, brief visits don’t meet complex needs.” Achievable Health is closing these critical gaps.

Over the years, Carmen and her team have worked with ESC on many engagements – most recently a Strategic Planning project. She said that ESC’s ongoing support has offered a steady partnership during some of the most challenging times her organization has faced.

As a federally qualified health center, Achievable Health relies on government grants for nearly 25% of its revenue. Ongoing threats to funding have put their essential work at risk. ESC’s guidance has helped Carmen navigate her organization through uncertainty and continue to fulfill their mission.

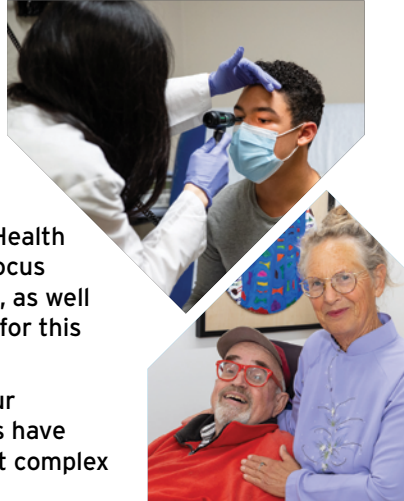


“There are a lot of challenges that we’re facing, certainly in the nonprofit sector and especially in healthcare. In moments when I feel isolated and overwhelmed, ESC has become a lifeline for me.”

— Carmen Ibarra, CEO, Achievable Health



To hear Carmen
in her own words, please visit:
escsc.org/stories/AchievableHealth



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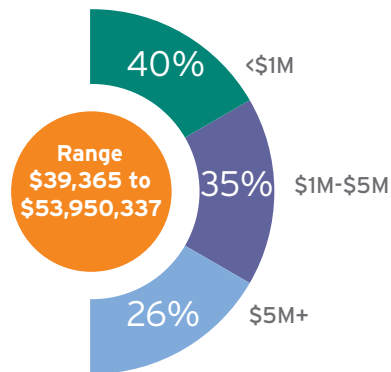
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2024 Impact At-A-Glance

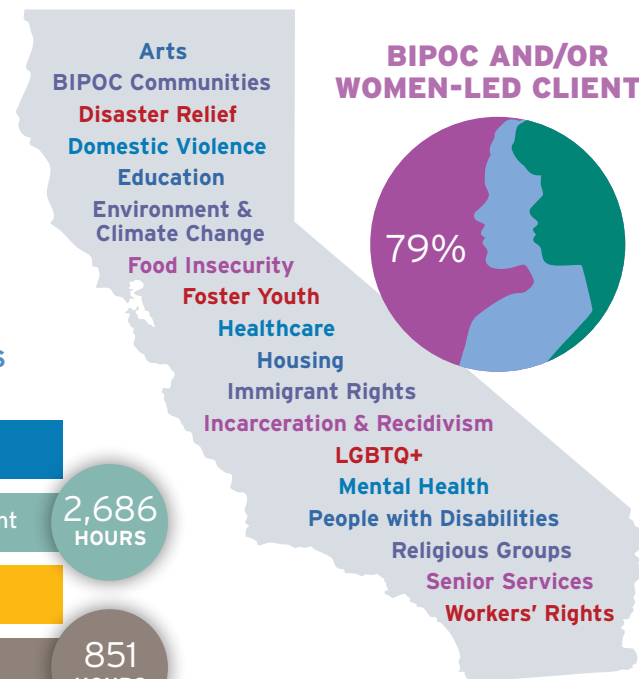
CLIENTS BY OPERATING BUDGET



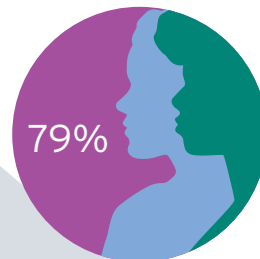
**\$2.9M = VALUE OF
VOLUNTEER HOURS
PROVIDED BY ESC CONSULTANTS**



**100% OF ESC CLIENTS WORK IN THESE
MISSION AREAS – IMPROVING THE LIVES
OF PEOPLE IN SOUTHERN CALIFORNIA**



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* In Memoriam



Weathering Change

California Stormwater Quality Association (CASQA) is a leading force in stormwater management throughout the state of California. Through policy, public education, infrastructure development, and the cultivation of critical

networks, CASQA works to protect one of our most essential and threatened natural resources – clean water.

Karen Cowan, Executive Director of CASQA, began working with ESC in 2021 at a pivotal point in her organization's evolution. Through her participation in our Executive Directors Leadership Institute (EDLI), Karen identified critical areas for organizational growth – with an emphasis on the board of directors.

By working with a team of ESC consultants who possessed a diverse range of knowledge and skillsets, CASQA was supported and guided through a major shift from a “managing board” – primarily involved with day-to-day operations – to a “governing board,” focused on big-picture strategy and oversight.

Working in close partnership, Karen and CASQA's board are now better positioned to meet the opportunities and challenges facing CASQA and forge a solid course for the future.



“ESC is one of the best investments I’ve made for my organization. They truly helped take us to the next level.”

— Karen Cowan, Executive Director,
California Stormwater Quality Association



California Stormwater
Quality Association

To hear Karen
in her own words, please visit:
escsc.org/stories/CASQA



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Susan Flaming
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Laura Fuhrman
Shani Fregia and Jeffery Harrold
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Michael and Sherri Hirschfeld

What We're Seeing, What We're Doing

Nonprofit organizations across our region are being stretched thin. Amid shrinking financial support, they must rapidly scale their services while maintaining sustainable operations.

In direct response, ESC provided pro bono coaching in Spring 2025 as an immediate intervention.

ESC is now deepening our support by introducing new services designed to strengthen nonprofit resilience, adaptability, and long-term sustainability:

■ Scenario Planning and Financial Contingency Planning

Preparing for uncertainty by developing 'what if' scenarios and financial contingency plans to build stability.

■ Leadership Transition Coaching

Assessing the current leader's role, supporting incoming leadership, and shaping effective hiring and recruitment practices.

■ Fund Development Coaching

Practical guidance to help fund development staff and volunteers work more effectively to ensure long-term organizational sustainability.

■ Governance Training

Working with boards to clarify roles, strengthen governance culture and systems, and partner productively with Executive Directors/CEOs.



Jenna Hunter
Cathy Kaiser
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Elizabeth Leung
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Larry and Renee McCormick
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Richard and Agnes Thaler
Gene and Judith Tuch
Sally Vasen Alter and Anthony Alter
David Viar
Kathy and Michael Walsh
Lauree Weaver
Lois Weinsaft
Beverly Weise
Phil and Cecily Young
Jennifer Zeller
Jim and Madeline Zimring

Legacy Giving

Learn more about including
ESC in your planned giving!
Contact Erin Tanenbaum at
etanenbaum@escsc.org



escsc.org/legacy-giving

Consultant Spotlight

EXPERTISE MEETS PURPOSE

When **Yesmean Rihbany** joined ESC as a volunteer consultant in 2016, she was working as a professional consultant – a successful career that she continues today. With years of experience guiding leaders through system change, organizational restructuring, and workforce development, she brings deep expertise to her role at ESC.

Yesmean states that having an outside partner, like ESC, can make all the difference for organizations. For example, she works closely with our nonprofit clients to develop highly effective accountability models and new frameworks that transform how clients approach their work.

These new ways of thinking can help clarify roles and strengthen communication – breaking down silos, reducing burnout, and enhancing how teams collaborate.

Yesmean reflects that being a part of ESC's consultant community is "immensely rewarding" for her personally, offering thought partnership and connection with people who share her dedication to helping others.



"I look around the room and I'm amazed at the talent, generosity, and humility of ESC's consultants. Everyone here could be doing a hundred things with their time, but they choose to give back in this way. It's inspiring."

— Yesmean Rihbany, ESC Consultant

VOLUNTEER CONSULTANTS

Susan Afriat
Judy Bain
Barry Bar-El
Bonnie Barnes
Natalia Baudin
Hedy Belttary
Linda Blank
David Blenko
Ashok Boghani
J. Lee Braly
Benjamin Breslau
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Linda Camras
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Daniel Goodstein
Thyonne Gordon
Micah Greenberg
Jeanne Hartley
Jeff Henderson
Joan Herman
Michael Hirschfeld
Leslie Horowitz
Leon Janks
Dale Johnston
Cathy Kaiser*
Mariette Keshishian
Tim Kittleson
John Krakowski
Betty LaMarr

Building Emerging Leaders

Estimates suggest that up to 75% of U.S. nonprofit leaders are planning to leave their positions in the next five to ten years*. Sector-wide burnout, demographic shifts, and natural turnover are all contributing to this trend.

As a result, developing strong, capable leaders is more critical than ever. This year, in partnership with longtime partner **Dwight Stuart Youth Fund**, ESC launched a new custom cohort tailored to mid-career nonprofit professionals who represent the next generation of leaders.

ESC's custom cohorts are developed in partnership with funders and designed around sector needs and funder priorities. Our 2025 cohort included nine participants in roles ranging from coordinators to directors. Together, they focused on topics such as people management, priority setting, managing up and across, and delegation.

These cohorts are safe, structured spaces where nonprofit professionals learn, collaborate, and grow together.

"This cohort helped me to reflect on my leadership style and clarify the type of leader I want to be."

— Bethanee Bryant,

Program and Partnership Manager, PLUS ME Project



2025 Dwight Stuart Youth Fund - Emerging Leaders Cohort

Left to right: Justin Tindall (It Gets Better), Angelica Sandoval (HEAR Center), Michael Arellano (BUILD), Bethanee Bryant (PLUS ME Project), Alanna Araujo (Las Fotos Project), Alexis Reyes (EntreNous Community Empowerment), Jan Victor Andasan (Legacy LA), Jerica Finley Orozco (Asian Youth Center), Lizette Zarate (USC McMorro Neighborhood Academic Initiative)

**Building Movement Project*

Marty Lasker
Al Lavery
Peggy Lennon
Susan Leonard
Elizabeth Leung
Janet Levine
Michael Linsk
Latimer Lorenz
James Lott
Brenda Lynch
Renée Martinez*
Ann McMullan
Asbjorn Melo*
Judy Milestone*
Francine Moskowitz
Mark Nay
Polly Nelson
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Clients Served in 2024, by Mission

ARTS

A Window Between Worlds*
California Nature
Art Museum
Neighborhood Music
School Association*
Sam and Alfreda Maloof
Foundation for Arts
and Crafts
San Pedro Waterfront
Arts District*
Self Help Graphics & Art

COMMUNITY DEVELOPMENT

California Children's
Academy*
California Stormwater
Quality Association*
Catalyst California
Community Corporation
of Santa Monica*
Corazon*
Executive Service
Corps - US*
Friends of the
Los Angeles River
Garment Worker Center*
GEPI Gender Equity
Policy Institute
InnerCity Struggle
Jericho Road Pasadena*
Jewish Public Affairs
Committee of California

Miry's List*
NewGround: A Muslim-Jewish
Partnership for Change*
Our Big Kitchen Los Angeles*
Restaurant Opportunities
Center United
Southern California
Crossroads*
Southern California
Grantmakers*
Strength United*

EDUCATION

Academy for Jewish
Religion California*
Andrés y María Cárdenas
Family Foundation*
California Dance Institute*
CARS (College Access,
Readiness & Success)
College Access Plan
College Match*
EXP*
Friends of Girls Academic
Leadership Academy
Hands for Hope*
HelpGuide*
Los Angeles
Leadership Academy*
SIATech Schools
USC Center for Enrollment
Research, Policy and
Practice (USC CAC
program)

USC McMorrow
Neighborhood Academic
Initiative*
Wildwoods*

HEALTHCARE

Achievable Health*
Center for Health
Care Rights
HEAR Center*
Norooz Clinic Foundation*
Pasadena Ronald
McDonald House*
Providence Home &
Community Care*
Providence TrinityCare
Hospice Foundation*

HUMAN SERVICES

Advot*
Beauty Bus Foundation*
California Women's
Law Center
The Campbell Center*
CASA of Los Angeles*
Center for the Pacific
Asian Family*
The Center in Hollywood*
Connections for Children*
Eastmont Community
Center*
For The Child
FosterAll*
Friendship Foundation*

Glendale Fire Foundation
Homeboy Industries
Hope House for the
Multiple-Handicapped*
International Institute
of Los Angeles*
Jewish Free Loan
Association*
Los Angeles Worker
Center Network*
The Masket Foundation*
ONEgeneration*
OPICA Adult Day Care and
Caregiver Support Center*
Partners for
Pediatric Vision*
Public Interest Law Project
Richstone Family Center*
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Charities of Southern
California*
Ronald McDonald House
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Inland Empire
Seed House Project*
Sexual Assault Response
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SHARE!*
Southern California
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Services*
St. Margaret's Center*
Su Casa - Ending
Domestic Violence*

Topa Institute
Wage Justice Center
WISE & Healthy Aging

RELIGIOUS

B'nai David-Judea
Congregation*
The Jewish Federation
of Greater Los Angeles*
Sinai Temple
Temple Israel of Hollywood*

YOUTH

Boys and Girls Club
of Los Angeles Harbor
Brave Trails*
Business of Student
Success (BOSS)
C5LA
Carousel Ranch*
The Children's Collective*
EntreNous Community
Empowerment (formerly
EntreNous Youth
Empowerment
Services, Inc.)*
Heart of Los Angeles, Inc.
(HOLA)*
Las Fotos Project*
Mar Vista Family Center*
MOSTe*
The Paratomb Scholars
United Friends
of the Children
Variety Boys & Girls Club*

**Repeat clients*

Financial Statements

Statement of Financial Position

December 31, 2024

Assets

Cash and Cash Equivalents	\$1,167,342
Accounts Receivable	109,250
Prepaid Expenses and Other Assets	20,497
Investments	1,968,386
Software, Net of Accumulated	
Depreciation of \$58,782	56,709
Right of Use Assets - Operating	30,470
Total Assets	\$3,352,654

Liabilities and Net Assets

Accounts Payable and Accrued Expenses	\$87,225
Deferred Revenue	214,804
Operating Leases	27,498
Total Liabilities	329,527

Total Net Assets 3,023,127

Total Liabilities and Net Assets **\$3,352,654**

Statement of Activities

Year Ending December 31st

Revenues and Support

	2024	2023
Grants and Contribution Revenue	\$1,477,829	\$840,694
Donated Services - Consultants	2,890,770	2,826,936
Donated Goods and Use of Facility	-	10,800
Program Services Fees	555,208	438,002
Investment Income	331,958	278,671
Total Revenue and Support	5,225,765	4,395,103

Expenses

Program and Expenses	\$3,939,861	\$3,679,197
Management and General Expenses	296,362	360,388
Fundraising Expenses	268,189	256,607
Total Expenses	4,504,412	4,296,192
Change in Net Assets	751,353	98,911

Net Assets - Beginning of Year 2,271,774 2,172,863

Net Assets - End of Year **\$3,023,127** **\$2,271,774**

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



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