ABOUT EMPOWER SUCCESS CORPS

Mission
To enhance the impact of nonprofit organizations through high-quality, affordable capacity-building services including consulting, implementation support, and professional development provided by experienced professionals dedicated to serving the New England community.

Values
- People-Centered: We focus on our clients, volunteers, and employees to help them thrive.
- Inclusion: We foster a diverse, equitable, and inclusive culture.
- Community Impact: We make a meaningful difference through dedicated service to our clients.
- Collaboration: We build partnerships and foster teamwork to find the best solutions.
- Resourcefulness: We embrace change and demonstrate adaptive solutions to challenges.
- Respect: We value diverse ideas and treat our clients and each other with respect and courtesy.
- Quality: We strive for excellence in all we do.
Empower Success Corps is fueled by a belief that we can make the world a better place. Through our support of our sister nonprofits, we can strengthen our communities; provide all children with an excellent education; and stamp out hunger, poverty, and homelessness. We believe open spaces and the arts are not just nice to have, but essential to healthy communities.

Even before the pandemic, we recognized that nonprofits have limited resources and stretched staff. We asked them to solve the hardest problems but to do so with underdeveloped infrastructure and administrative systems. By matching volunteers with professional skills in financial management, human resources, technology, marketing, operations, and management, ESC is helping nonprofits invest in their people, processes and systems. We are helping boards of directors do a better job of governance and executives become stronger leaders. We are building capacity across the nonprofit sector.

In 2021, ESC consultants worked a total of 11,678 hours on projects with 68 nonprofits. The value of their donated time is over $2 million. Six organizations selected an ESC fellow to complete an interim assignment. Three cohorts of executive directors representing some 20 organizations provided mutual support to one another in our Nonprofit Executive RoundTables.

On June 16, we will celebrate our 40th Anniversary and our goal is to gather in person at Gore Place in Waltham. We will celebrate and thank our nonprofit clients who work tirelessly to improve quality of life for others; our dedicated volunteer consultants and fellows; our committed Board of Directors; our devoted and hard-working staff; and our generous and thoughtful donors. We so appreciate your commitment to and support of ESC’s mission of helping nonprofits succeed.

With gratitude,

Bonnie Clendenning, Board Chair
Julie Crockford, President
Board of Directors

Bonnie Clendenning, Chair  
President and Trustee  
The School for Field Studies*

Molly Downer, Vice Chair  
Managing Director  
First Republic Bank

Kenneth Fischer, Treasurer  
Principal, KMF Consulting Services

Marolí Licardié, Secretary  
Former ESC client

Julie Crockford  
President, ESC

Doug Dickson  
Board Chair, Encore Boston Network

Chelinde Edouard  
SVP & Chief Underwriting Officer  
Blue Cross and Blue Shield of MA*

David Ellis  
President and Director  
Museum of Science, Boston*

Michael Glover  
Senior Counsel, Northeastern University

Neil H. Golden  
Vice President, ADE Corporation*

Toni Hicks  
Director for Public Service & Pro Bono  
Boston University School of Law*

Marc Hoffman  
Executive Director  
Consortium for Energy Efficiency*

Patricia Hurley  
Board Secretary, Northeastern University*

Imran Khalid-Khan  
Assistant Treasurer, Fidelity Investments

Barbara Michaelsen  
SVP, Consumer Product Management  
Santander Bank*

Linda Vacovec  
Vice President Health Promotion  
Plus One*

Penny Barker Weeks  
SVP and Relationship Manager  
Silicon Valley Bank

*Former Position

Staff

Julie Crockford  
President

Willia Cooper  
Director of Virtual Learning

Katherine Cruise  
Director of Communications

Donna Morelle  
Director of ESC Fellowships

Lynn Post  
Director of Consulting

Christine Warren  
Office Manager and Accounting Manager
Clients

While we may have had fewer clients this past year, the impact these nonprofits make in their communities is immeasurable. From a multi-million dollar organization serving individuals and families facing homelessness, chronic illnesses and drug and alcohol addiction to a charitable women’s giving circle, ESC is honored to provide capacity building services to help these nonprofits throughout New England make a lasting difference for the greater good.

Abbott Library  
Acton Community Supper and Food Pantry  
Appalachian Mountain Club  
ArtsWorcester  
Ayer Public Access Corporation (APAC)  
Barrington Public Library  
Bikes Not Bombs  
Boston Jewish Film  
Build Health International  
Cairn Hill Nature Preschool  
Cambridge Public Library Foundation  
Camp Fire North Shore, Inc  
Charles River Community Health  
CodeSquad  
Community Health Network  
Area 15 (CHNA 15)  
Concord Chamber Music Society  
Consequence Magazine  
Disability Resource Center

DOVE, Inc.  
East Smithfield Public Library  
EqualityMaine  
Family Services of the Merrimack Valley  
Farmsteads of New England  
Fenway Community Center  
Fenway Garden Society (FGS)  
Food Link Inc  
FORWARD - Friends Or Relatives With Autism & Related Disabilities  
Foundation for MetroWest  
Framingham History Center  
Granada House  
Heal Trafficking  
Lawyers Concerned for Lawyers  
Lexington Global Warming Action Coalition (LexGWAC)  
Literations  
Maine Appalachian Trail Club

By Mission

Human Services  
Arts and Culture  
Health  
Education

By Budget

![Budget Chart]
Clients

Mass Farmers Markets
Massachusetts Association of Teachers of Speakers of Other Languages
Massachusetts Council on Gaming and Health
Maverick Landing Community Services
Metrowest Mediation Services
My Turn
Natick Service Council
New England Center for Circus Arts
North Andover Historical Society
Norwich Public Library
Opportunity Networks
Parents Forum
People Helping People
Raising a Reader Massachusetts
Rogers Free Library
Roxbury Cultural District
Sacred Threads
Seeding Labs
Southeastern New Hampshire Alcohol & Drug Abuse Services
Strong Women, Strong Girls
Suzuki School of Newton
The Children’s Room
The Furniture Trust
The Lawrence and Lillian Solomon Foundation
The Presentation School Foundation Community Center
The Rotch Jones-Duff House & Garden Museum
The Second Step
Victory Programs, Inc.
Winsor Music
Womenade
Worcester Art Museum
Yankee Onsite Wastewater Association

By Engagement Type

- Strategic Planning, 47%
- Executive Coaching, 16%
- Facilitation/Workshop, 9%
- Marketing, 4%
- Business Planning, 5%
- Governance, 5%
- HR, 3%
- Finance, 1%
- Fundraising, 7%
- Needs Assessment, 1%
- Operations, 1%
Consultants and Nonprofits Served

Nonprofits call on ESC when they are facing a significant opportunity or challenge. ESC helps with customized consultations based on the unique needs of the organization including strategic planning and implementation, board development, fundraising, marketing, leadership coaching, and meeting and retreat facilitation. We want to recognize the 142 consultants who worked with 68 organizations on projects from strategic planning to governance to marketing and so much more.

Ruth Aaron
Cora Beth Abel
Joel Adler
Niraj Agarwal
Oami Amarasingham
Craig Anderson
Susan Angevin
Charles Arsenault
Tony Attardo
Claudia Bach
Peter Baker
Gouri Banerjee
Marjorie Bauer
Bruce Berzin
Greg Betley
Louise Borke
Denise Boyd
Elizabeth Boyles
Anne Brazao
Cheryl Brill
Sheila Buckley
Irving Burday
Harold (Skip) Burns
Mike Byrnes
Joseph Cahill
Mary Elizabeth Canning

Build Health International’s mission is to enable dignified, affordable and high-quality healthcare for all. BHI is committed to an equitable health future, where clinicians around the world have the space, staff and systems they need to deliver high quality healthcare to all, regardless of location or patients’ ability to pay.

Ellen Carpenter
Cassandra Clay
Bonnie Clendenning
Peggy Cohn
Edward Collins
Charlie Conn
Patrick Costello
Erin Cunha
Allison Cunningham
Michael Daily
Gabriel d’Annunzio
Jaidev Dasgupta
John Deeley
Diane DeMarco
Janice Dolnick
Debra Doroni
Chelinde Edouard
David Ellis
Fiona Epstein
Ellen Feinsand
David Feldman
Orna Feldman
Meryl Fink
Maggie Ford

Acton Community Supper and Food Pantry, Inc. is a nonprofit organization established in 1984 to help alleviate food-insecurity in Acton and its contiguous towns.
Consultants and Nonprofits Served

William Frye
John J. Gilmartin
Howard Glassman
Neil Golden
Les Goldstein
Jennifer Goudreau
James Green
Anne Halvorsen
Donald Harbert
Rick Hardin
Robert Harris
Suzanne Heilman
Ellen Heller
Chuck Hewitt
Kristy Hiller

FORWARD’s (Friends Or Relatives With Autism & Related Disabilities) mission is to build affordable supportive housing that enables adults with autism and related disabilities to thrive in an appropriate, safe and healthy environment.

Cairn Hill Nature Preschool brings the transformative power of the arts to young learners in urban and multi-ethnic communities using nature, story, music, and the hands-on approach inspired by Waldorf education.

Marc Hoffman
Susan Houston
Will Hughsted
Stephen Hurley
William Huss
Rebecca Hutchinson
Lorraine Hynes
Andre Jasse
Carol Johnson
Jerald Johnson
Katherine Jones
Marietta Joseph
Susan Kane
Amy Katz
Varda Konstam
Jeffrey Kramer
Jessie Kravette
Carol Kunik

John Larivee
Margaret Lawrence
David Lawson
Kimberly Lee
Gabriele Loebbert
Rick Lunetta
Julie Mairano
Jane Mann
Bruce Margolis
Bill Mason
Terry Maugeri
Donna McGrath
Barbara Michaelsen
Eugene Mihaly
Carol Ann Moore
Marianne Mortara

The Children’s Room creates safe, supportive communities so that no child, teen, or family has to grieve alone.
Bill Mrachek
Pamela Musk
Rajeev Nagpal
Shobha Narasimha
Irwin Nesoff
Jacques Ouimet
Carol Parker
Sophie Parker
Myran Parker-Brass
Marisa Paterson
MaryAnn Pfeiffer
Brad Prenney
Jonathan Reuman
Mary Tafuri Ross
Ronald Ryan
Karen Saltiel
Beth Saunders
Frank Schneider
Anthony Sciarra
Robert Seiler
Steven Shapse
R. Brooks Sherman
Lionel Silberman
Esin Sile
Martha Sloan Felch
C. Jeffrey Smith
Scott Smith
Steve Smith
Laura Sobel
Sam Solomon
Marilyn Stempler

The Norwich Public Library serves as a community center for the town providing traditional and innovative resources for all patrons and offering library experiences that support education, imagination, and community engagement.

Ilene Sussman
James Veale
Dan Waintroob
John Wallace
Anita (Penny) Weeks
Victoria Wicks
Robert Wiesel
Rachel Winkeller
John Woodard
Debra Yanofsky
Michael Zerigian
Mark Zuroff

Southeastern New Hampshire Alcohol & Drug Abuse Services provides expert addiction treatment to help and support individuals and families who are in need of services.
Fellowships
ESC Fellowships provide transitional management support from experienced professionals to move critical initiatives forward. Fellows help build capacity through high-impact roles in areas such as management, operations, marketing, fundraising, human resources, finance, business development and program development. Through a rigorous and selective matching process, ESC ensures the right skill set to suit your organization’s needs.

Gordon Cromwell, Director of Strategic Finance and Operations
Janice Dolnick, Marketing and Communications Fellow
James Lomastro, Interim Executive Director
Michael Phelan, Development Director
Kevin Riley, Digital Transformation Fellow
Susan Stendahl, Grant Writer/Development Fellow

Institute
ESC is an information hub and partners with nonprofits, government and foundations in knowledge sharing and cultivating leaders.

Project Spotlight
A Foundation partner, the Foundation for Metrowest (FFMW), selected ESC to support its pilot nonprofit board matching program for a select group of corporate partners. In the fall 2021, FFMW and ESC kicked off the pilot program to prepare a cohort of six corporate leaders for nonprofit board service. To prepare the participants for board services, ESC designed and presented a series of workshops covering the differences and similarities between for profit and nonprofit boards, best practices in nonprofit governance, the roles and responsibilities of nonprofit board members in fundraising, and strategic planning. Among the nonprofit boards to which program “graduates” were elected are: Circle of Hope, Doc Wayne Youth Services, Waltham Partnership for Youth and the Cultural Alliance of Medfield. The project team was led by Willia Cooper and included Peter Baker, Bonnie Clendenning, Diane DeMarco, Patty Hurley, and Donna Morelle.

Nonprofit Executive RoundTable
Nonprofit presidents, CEOs and executive directors turn to ESC for leadership support and guidance. Now in its sixth year, ESC convened cohorts through NET, a confidential forum for a group of six to eight leaders to meet monthly and learn from people who face similar challenges. ESC also created a new cohort to support nonprofit leaders specifically around issues that arise while embracing DEIB in their organizations.
Making an Impact

We asked some of our consultants and fellows why they work with ESC, how they make a different and what has been some of their most rewarding or memorable experiences.

"I worked on several interesting projects related to education, the most memorable of them was the production of educational material at Physician Health Services, MMS, for helping medical doctors deal with the physician burnout problem, which is a major crisis in the healthcare industry."

- Jaidev Dasgupta
  Consultant and Fellow

"Working as an ESC Consultant and Fellow provides interesting and rewarding opportunities to continue to share my skills and expertise to support the nonprofit community."

- Myran Parker-Brass
  Consultant and Fellow

"I love working with clients to help them uncover what sets them apart from other organizations and then articulate this distinctiveness in a clear, consistent way. This is the foundation that will enable an organization to stand out amongst other similar organizations."

- Gabriele Loebbert
  Consultant

"ESC's efforts are boosted by using volunteer consultants. Volunteers are passionate about the missions of the organizations they serve and feel confident they can help. With maturity and time to focus, volunteers make clients feel supported in their priorities while encouraging innovation in non-threatening ways."

- John Wallace
  Consultant

"I enjoy project work as a way to continue to share my experience in an area where many nonprofits need support. As a development generalist for the past 20 years, my career has focused on all areas of fundraising and board development. This has prepared me to become an effective Fellow for nonprofits who need expertise but don't have the budget to hire a seasoned professional."

- Susan Stendahl
  Fellow

"Over the years I have found it incredibly rewarding to partner with ESC to help local nonprofits increase their success so they can better fulfill their missions. I was on multiple boards that used ESC's strategic planning services and saw the positive impact the advice had. Years later I realized I too wanted to help other charities in a similar way."

- Mike Byrnes
  Consultant
It is with sincere gratitude that we thank all those who generously contributed to help us further our mission of helping nonprofits succeed. The contributions below reflect fiscal year 2021.

**Benefactor ($5,000+)**
Bonnie Clendenning  
Julie Crockford  
Patricia Hurley

**Partner ($2,500-$4,999)**
Chelinde Edouard  
Imran Khalid-Khan  
Linda Vacovec

**Sustainer ($1,000-$2,499)**
Sandy Batchelder  
Marie & John Dacey  
Michael Daily  
Gabe D’Annunzio  
Doug Dickson  
Molly Downer  
David Ellis  
Kenneth Fischer  
Michael A. Glover  
Neil Golden  
Toni Hicks & Kevin Dutt  
William R. Huss  
Barbara Michaelsen  
Ron Ryan  
Robert Schneider  
William Schrader  
Bob & Missy Shay  
Michael F. Stauff  
Penny Barker Weeks

**Sponsor ($500-$999)**
Francine Achbar  
Charles Arsenault  
Michael Byrnes  
Katherine Cruise  
Janice Dolnick  
Kenneth Fischer  
Louis Grossman  
Anne Halvorsen  
Marietta Joseph  
Julie & Frank Mairano  
Susan Ogle  
C. Jeffrey Smith

**Supporter ($250-$499)**
Craig Anderson  
Gouri Banerjee  
John Belchers  
Ellen & John Carpenter  
Jaidev Dasgupta  
John Deeley  
Diane DeMarco  
William Frye  
Robert Harris  
Marc Hoffman  
Will Hughsted  
Maroli Licardi  
Jane Mann  
Michael & Judy Manzo  
Bruce Margolis  
Carol Ann Moore  
Marion Nierintz  
Marilyn Stempler  
Victoria Wicks  
John Woodard  
Debra Yanofsky

**Friend ($1-$249)**
Joel Adler  
Charles & Rita Alesi  
Marjorie Bauer  
Bruce Berzin  
Louise Borke  
Elizabeth Boyles  
Irving Burday  
Hollis Chase  
Amy Cohen  
Peggy Cohn  
Judith Allen Ferretti  
William Flynn  
Sarah Freeman  
James Green  
Eloise W. Hodges  
Martha Karchere  
John Keller  
Katherine Kottaridis  
Claire Larrabee  
Rory Laughna  
Eugene Mihaly  
Skye Morrison

**Friend ($1-$249) (con’t)**
Carolyn Osteen  
Sophia Parker  
MaryAnn Pfeiffer  
Lynn Post  
Brad Prenney  
Ellsworth (Al) Rosen  
Annette Rubin  
Karen Saltiel  
Jean Scarrow  
Steven Smith  
Marilyn Stempler  
Joan & Jack Wallwork  
Rajiv Mallick  
Michael Mazloff

**Foundations/Corporations**
Barr Foundation  
The Boston Foundation  
Caleb Loring, Jr. & Rosemary M. Loring 1997 Charitable Lead Unitrust  
Community Foundation for Nantucket  
Eastern Bank Charitable Foundation  
Edmund & Betsy Cabot Charitable Foundation  
Fortune Family Foundation  
Foundation for Metrowest  
Liberty Mutual Foundation

**Contributors of Goods & Services**
Canva  
Microsoft  
Smith, Sullivan & Brown

**Ezra Merrill Legacy Society**
Albert Gold  
Bayard Henry  
Dean E. Ridlon  
Dozier Gardner  
Ellen W. & Hugh F. MacColl  
Eloise W. Hodges  
Judith Allen Ferretti  
Marion Nierintz  
Michael F. Stauff  
Thomas D. Bushman  
William R. Huss  
Anonymous (2)
Financial Overview

October 1, 2020 through September 30, 2021

### Unrestricted Revenue and Support*

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donated Professional Services</td>
<td>$2,043,598</td>
<td>$1,943,428</td>
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<tr>
<td>Contributions</td>
<td>$90,997</td>
<td>$117,222</td>
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<tr>
<td>Paycheck Protection Program (PPP)</td>
<td>$80,300</td>
<td>$85,300</td>
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<tr>
<td>Employee Retention Tax Credits (ERTC)</td>
<td>$63,434</td>
<td>$0</td>
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<tr>
<td>Satisfaction of program restrictions - Program Grants</td>
<td>$43,359</td>
<td>$57,846</td>
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<tr>
<td>Fee income</td>
<td>$258,621</td>
<td>$333,407</td>
</tr>
<tr>
<td>Income from spending policy &amp; Investments</td>
<td>$77,676</td>
<td>$72,660</td>
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<tr>
<td><strong>Total unrestricted revenues and support</strong></td>
<td><strong>$2,657,985</strong></td>
<td><strong>$2,609,863</strong></td>
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<tr>
<td>Total Cash (excludes donated professional services)</td>
<td>$614,387</td>
<td>$666,435</td>
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### Expenses

<table>
<thead>
<tr>
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<th>2020</th>
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</thead>
<tbody>
<tr>
<td>Program services</td>
<td>$2,506,110</td>
<td>$2,469,086</td>
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<tr>
<td>Management and general</td>
<td>$99,090</td>
<td>$99,275</td>
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<tr>
<td>Fundraising</td>
<td>$51,463</td>
<td>$46,277</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$2,656,663</strong></td>
<td><strong>$2,614,638</strong></td>
</tr>
<tr>
<td>Total Cash (excludes donated professional services)</td>
<td>$613,065</td>
<td>$671,210</td>
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### Change in Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in unrestricted net assets</td>
<td>$1,322</td>
<td>($4,775)</td>
</tr>
<tr>
<td>Change in net assets with donor restrictions</td>
<td>$327,552</td>
<td>$66,185</td>
</tr>
<tr>
<td><strong>Total change in net assets</strong></td>
<td><strong>$328,874</strong></td>
<td><strong>$61,410</strong></td>
</tr>
</tbody>
</table>

Net assets, beginning of year  

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets, beginning of year</td>
<td>$1,889,694</td>
<td>$1,828,284</td>
</tr>
<tr>
<td>Net assets, end of year</td>
<td>$2,218,568</td>
<td>$1,889,694</td>
</tr>
</tbody>
</table>

### FY2021 Unrestricted Revenue & Support

*Donated Professional Services represents volunteer consultant hours, valued at a rate of $175 per hour.

### FY2021 Expenses

*Donated Professional Services represents volunteer consultant hours, valued at a rate of $175 per hour.*
Thank You!

Connect with Us

EmpowerSuccessCorps.org

@ESC_Empower

@EmpowerSuccessCorps

Make a Donation

https://www.empowersuccesscorps.org/donate/