WE BELIEVE THAT THE FREEDOM TO FORM A GOVERNMENTAL ORGANIZATIONS IS THE BEDROCK OF DEMOCRACY.

The core values of ESCH are:

- Community services provided by nonprofits are critically important to the quality of life in our society.
- Efficiently operated nonprofits are able to increase the benefits of philanthropy.
- Understanding the needs of our community is paramount to our service to the community.
- Integrity, honesty and transparency are foremost in everything we do.
- Commitment to quality is central to all our activities.
- Our volunteer consultants are an invaluable source of knowledge, skills and experience.
- Diversity of cultures, gender, backgrounds and abilities is a strength that benefits us and our community.
- Continuous learning is essential to enhance the skills of our consultants and staff.
- Individualized services are necessary to address the unique needs of our clients.
- Committed staff and sufficient resources are necessary to ensure the effectiveness of our volunteer consultants.
- It is essential to balance any need to charge for services with the best interest of our clients.
- Compassion and understanding are important for building constructive working relationships with clients.
Executive Service Corps of Houston is an organization whose time has come. After twenty-seven years of successful management consultative aid to Texas nonprofits, ESCH has proven that its time-tested talent can reliably provide solid service at a most reasonable price. We don't fund nonprofits... we make their funding go further by helping to solve those problems that hinder their productivity and impede their capacity to serve the public —

We help them to more efficiently carry out their missions.

In 2010, ESCH emphasized marketing of its many services by acting upon the results of a survey by a Houston marketing research firm, Marketing Syndicate. The new logo, prominently on the cover and throughout this publication was finalized and a new tagline of “helping nonprofits excel” was launched in April, 2010. American Marketing Association's other successes include:

- Provided the two more successful “Marathon Seminar” day-long sessions.
- Finalized a “Getting Down to Business” program with support of Capito.
- Expanded fifth year of collaboration with University of Houston C.T. Bauer management information systems projects for local nonprofits.
- Hired a part-time Development Director, Jennifer Hansen, for one half day.

ESCH’s Board of Trustees became more involved in development by partnering with Houston Partnership to access business community and policies. Part of continuing sponsored internship. The internship resulted in client interest from nonprofit leaders the good work accomplished by our organization.

After five years as Executive Director of Executive Service Corps of Houston, Dr. Harding ran into strong headwinds from the start. In December, a new Executive Director, Sally Tyler, will be reviewed and reassessed with the changes through the previous administration. In December, a new Executive Director, Sally Tyler, will be reviewed and reassessed with the changes through the previous administration. She will retain her position as Affiliate Network. In December, a new Executive Director, Sally Tyler, will be reviewed and reassessed with the changes through the previous administration.

The aggressive five-year strategic plan to double the client base and increase leadership of Dr. Harding into strong headwinds from the start. It will carry out their missions.

Nonprofit Program, Developing Development, and Executive Leadership Coaching with a grant from American Marketing Association (AMA) Chapter.

We don't fund nonprofits... we make their funding go further by helping to solve those problems that hinder their productivity and impede their capacity to serve the public —

We help them to more efficiently carry out their missions.
 nonprofits focus on what is most important for their missions

A consulting project began with an organizational assessment that helped the nonprofit and the consultant determine organizational strengths and weaknesses and priorities to address. We are grateful to Shell Oil Company who again chose to be named sponsor for these services.

Executive Leadership Coaching helps executive directors focus needed leadership skills

ESCH continued its coaching program for executive directors. The model is a combination of a strengths-based approach and the emotional intelligence model. Coaches trained as coaches help executive directors during a six-month cycle of weekly and bi-weekly face-to-face coaching. Outcomes were highly positive, with 80% of the coachees reporting progress in every leadership skill chosen for coaching. Clients overwhelmingly endorse the program.

Executive Leadership Coaching helps executive directors focus needed leadership skills

ESCH-ConocoPhillips Educational Management Seminars help nonprofits focus on a variety of capacity-building issues

In seminars and webinars on 33 different management and capacity-building topics offered, feedback from attendees was highly positive. ESCH received an average of 4.4 on a 5-point scale regarding the usefulness of the information. We are grateful to ConocoPhillips for choosing to be the named sponsor for this service.

Financial Fitness for Nonprofit Programs

Financial Fitness for Nonprofits (FFNP) consists of a series of components to help board members and staff understand their fiduciary responsibilities, establish sound fiscal management and develop effective budgeting methods. FFNP will be offered by financial experts, who volunteer their services for ESCH. What are the results? Strong board oversight and staff operations providing these benefits: assurance of making fiscally sound decisions, improved risk management, conciseness of communications, better budgeting, forecasting and reporting, increased accountability and efficiency.

Development underwritten by The Fondren Foundation

In a foundation and donor support. Increased demand for services. Programs and staff stretched thin. Your nonprofit needs more than short-term piecemeal fundraising “band-aids.” Invest in a proven program that leads to sustainable success. DDP provides your organization with the expert training and individualized coaching that will help your fundraising grow and thrive.
Next Step Fund

Next Step Fund works to put more students on track to the "next step" towards higher education. Williams worked closely with the founder and leadership to guide the organization towards life-changing college- and career-preparatory learning experiences beyond the traditional high school classroom.

Amazing Place

Amazing Place provides fellowship, memory care and wellness for adults with mild to moderate memory loss and support to their families and the community.

Through Williams, worked closely with the founder and leadership to guide the development of action and marketable metrics, that have helped evolve from one to two.

AGENCY: KSBJ

MISSION: Christ-centered, non-profit, listener-supported radio ministry

PROBLEM: Needed infrastructure and realignment of duties

RESOLUTION: Much has been achieved with ESCH team's presence and assistance which results much more efficiently and competently. ESCH assisted organizational improvement in cross-departmental decision making processes.

AGENCY: Buffalo Soldiers National Museum

Mission: The primary objectives of the Buffalo Soldiers National Museum and Heritage Center are to preserve, promote and perpetuate the history, tradition and outstanding contributions of the Soldiers toward the development and defense of the United States of America.

The mission and goals are to interpret, articulate, collect, display and preserve historical artifacts, documents, videos, prints and other historical memorabilia which describe the history of the brave men and women who overcame extreme adversity while gallantly fighting the great

PROBLEM: The Museum needed a cohesive marketing plan that would promote and contribute to the growth of the African-American soldiers in the defense of the U.S., while growing visitation and membership over a multi-year period. The museum was founded in 2000 and has over 40,000 visitors per year and a member base of 350. They are currently rehabilitating the Guard Armory building near the Museum District which will enable display of significantly more artifacts than in their current facility.

RESOLUTION: ESCH recommended specific goals and action items to achieve the objective

• To increase mind share of BSNM with local, national and international visitors, sources and doners, educational institutions, military organizations, government, media outlets.

• Create a strong museum brand by implement an ongoing media relations campaign coverage in visitors guides, newspapers, broadcast media and military publications available through social media (i.e. Facebook, Twitter, etc.) and web site.

What Our Clients Say:

Thank you from the bottom of our hearts for dedicating your time, expertise, and wonderful seminar that you all provided. What was held at your office provided insight and clarity...and will definitely assist us in laying a foundation for the continued growth and sustainability.
Welcome to Consultants who joined ESCH January – December, 2011

William Bobo
Executive Director (Ret.)
Houston Business Roundtable

Carol Brownstein
Staff Development Supervisor
Equilon Enterprises, LLC

Our Consultants help nonprofits stay focused on their missions

Arquella Hargrove
Human Resource Manager (Ret.)
Settlement Facility Dow Coming Trust

Robert Harris
Career Transition Coach
Impact Group-HR Consulting

Lilian Iyahen
Branch Manager
IP Morgan Chase

Ralph Joffrion
VP & Business Manager (Ret.)
DEM Copolymer

Marvin Kiel
Sr. Staff/Reservoir Eng. (Ret.)
Shell Oil Company

Albert Krafcik
Managing Director (Ret.)
UHY Advisors LLC

Howard Kusnetz
Manager Safety & Industrial Hygiene (Ret.)
Shell Oil Company

Joseph Landry
Senior Architect of Computing Services (Ret.)
Exxon Corporation

Burton Hering, D.Eng.
V.P. Engineering & Construction (Ret.)
Amoco-Pioneer Resources Corp.

Thomas McIntosh
President/CEO (Ret.)
Entera Corporation

Paul Lotts
Human Resources Manager (Ret.)
Shell Oil Company

William Madison
Sr. VP Worldwide Production (Ret.)
Marathon Oil Company

Rajmonohan Mashruwala
Director, Corporate Strategic Planning (Ret.)
Lyondell Chemical Company

Ivan Meyers
Marketing Strategy Manager (Ret.)
ExxonMobil Fuels Marketing Co.

Mayte Mitre-Tunison
ESCH Consultant

Edward Morett
President (Ret.)
Morrett Marketing Intl.

Karen Ogansowski
Business Process Manager (Ret.)
General Electric

Robert McDaniel
City Manager (Ret.)
City of Friendswood, TX

Robert P. Irwin & Co.

Stephen Utterback
Manager of Private Bar
Northrop Grumman

Georges Saltzman
Quality Manager of Lub (Ret.)
ExxonMobil

Katarina Sowerby
ESCH Consultant

Bill Sutton
Network Administrator
Getronics/Northrop Grumman

Robert Swank
Owner
RJS Architects
Our Board of Trustees keeps ESCH focused on its mission. Help our nonprofit clients expand their mission reach or corps of Houston depends on the generosity of our donors to support its services. This solid financial foundation enables ESCH to continue helping nonprofits to achieve sustainability and management efficiency. We are grateful for the service opportunities that these contributors have made to acknowledge the generous support of the following:

ConocoPhillips Company

Houston Endowment Inc.
Foundation Joyce Backhaus

The Boeing Company
Shell Oil Company

Albert and Ethel Herzstein Charitable Foundation
Chevron Corporation
Wells Fargo

The Wortham Foundation
ExxonMobil Foundation, Inc.
Wells Fargo

Bank of America
Burton Hering, D.Eng.
Paul Cuneo
Noel Byrne
John Reed, Jr.
Richard Tennille

Ray C. Fish Foundation
Dan Bender
Elmer Milz
Mark Russell

Roy Adams
Will G. Dickey, J.D., MSW
Karen Palfreyman
David Teall

P.N. Berkowitz
President & CEO (Ret.)
GE Continental Controls, Inc

Noel M. Byrne
Executive Vice President and Manager of the Fost Public Finance Division
Frost Bank

Will G. Dickey, J.D., MSW
Attorney
Law Office of Will G. Dickey, PLLC

Andrew F. Icken
Deputy Director — Planning and Development Services
City of Houston

William E. Mearse
Resources Quality Managing Director
Accenture

Nothing great is created suddenly, any more than a bunch of grapes or a fig. If you tell me that you desire a fig, I answer you be time. Let first blossom, then bear fruit, then ripen.

Advisor

Staff (2010)

David L. Baird, Jr.
Public Affairs Manager (Ret.)
ExxonMobil

Jennifer Hansen
Director of Development

Yeiry Guevara
Executive Director

Yeiry Guevara
Office Manager

Lisa Gertsch
Accountant

Sponsors ESCH’s Organizational Assessment Services, helping over 100 full organizations or parts of their organizations. Assessments are used discussion regarding the current capacity of a nonprofit and identifying areas for improvement. Pre-post analysis using the assessment tool shows that ESCH’s consultation services are making a positive difference in nonprofit capacity.
## Statement of Activities

### Support and Revenue

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate</td>
<td>$81,321</td>
</tr>
<tr>
<td>Foundation</td>
<td>$55,550</td>
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<tr>
<td>Individuals</td>
<td>$41,505</td>
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<tr>
<td>Program service revenue</td>
<td>$17,882</td>
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<tr>
<td></td>
<td>$196,258</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net investment income</td>
<td>$3,437</td>
</tr>
</tbody>
</table>

| Total Support, Revenue, and Donated Consultant Time | $1,204,815 |

### Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program related</td>
<td>$150,087</td>
</tr>
<tr>
<td>Administrative</td>
<td>$32,519</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$32,226</td>
</tr>
<tr>
<td>Transfer to temporarily restricted net assets</td>
<td>$300</td>
</tr>
<tr>
<td></td>
<td>$215,132</td>
</tr>
</tbody>
</table>

| Total Expenses and Volunteer Services Delivered | $1,005,120 |

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value of consultant services delivered</td>
<td>$1,005,120</td>
</tr>
</tbody>
</table>

| Decrease in Net Assets    | $ (15,437) |
ESCH

Helping Nonprofits Excel

2630 Fountain View Drive, Suite 428
Houston, Texas 77057

Phone: 713.780.2208          Fax: 713.780.7764

E-mail: ESCH@ESCHouston.org
Website: www.ESCHouston.org

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