mission

To promote BEST MANAGEMENT PRACTICES within the NONPROFIT SECTOR
WE BELIEVE THAT THE FREEDOM TO FORM AND OPERATE NON-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.
- Diversities of culture, gender, background and abilities is a strengths that benefit our community and us.
- Continuous learning is essential to enhance the skills of our consultants and staff.
- Our volunteer consultants and staff derive a high degree of personal satisfaction and fulfillment through our work.
- 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.
- Individualized services are necessary to address the unique needs of our clients.
- Compassion and understanding are important for building constructive working relationships with clients.
Major Accomplishments...

Setting a good example for our clients, ESCH made great strides in 2012 to update and improve our organizational effectiveness in the following ways:

- Received Mayor’s first Group Lifetime Achievement Award from Volunteer Houston
- Held 38 seminars (36% increase from 2011); with 445 Attendees (27% increase from 2011) from 284 Unique Organizations (20% increase from 2011)
- Increased seminar revenue by 45% over prior year
- Brought age, gender and ethnically diverse board members to ESCH to better reflect the community
- Engaged City of Houston Council Member Jack Christie to serve on the ESCH Advisory Board
- Cultivated new contributors/clients through interaction with Association of Fundraising Professionals, Greater Houston Partnership, United Way Houston and United Way Montgomery County, Hispanic Chamber of Commerce, Houston Area Urban League
- Successfully completed Leading Edge Luncheon with noted sociologist, Dr. Stephen Klineberg, Rice University Kinder Institute of Urban Research and honored Amazing Place as Nonprofit Client of the Year
- Participated in Texas Nonprofit Summit – met numerous statewide nonprofit leaders and capacity-builders
- Partnered with Leisure Learning Unlimited, Harris Co. Dept. of Education Texas Center for Grants Development, University of Houston-Management Information Systems
- Served as leaders/speakers for AFP “Ask the Experts” Conference, Nonprofit Management Alliance of Texas, Power Tools Advisory Committee, Rice MBA Board Fellows, Houston Food Bank, giving ESCH more visibility/credibility among nonprofits
- Prepared consistent and reliable financial statements and cash flow forecast
- Instituted online volunteer hours tracking and routinized project payment and collection procedure
- Data reporting and charts now readily available for study and improvement
- Re-energized Board/Consultant New Member Orientations and ongoing trainings

Committed to Nonprofit Management Excellence

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.
Letter From the Chairman and Executive Director

“Change is the law of life and those who look only to the past or present are certain to miss the future” - John F. Kennedy

Instead of “The Year of Living Dangerously”, we prefer to call it “The Year of Looking at ESCH Differently”. A new board member posed a thought-provoking question: “Is ESCH a nonprofit that happens to be a consulting firm or are we a consulting firm that happens to be a nonprofit?” The internal investigation of those questions led us to our current strategic planning and evaluation of how we may best meet the needs of our clients.

Events
In May, ESCH received the first Group Lifetime Achievement Mayoral Award from Volunteer Houston. Courtesy of ESCH’s kind supporters, ExxonMobil, we brought a table of 10 to the event. Burt Hering and Sally Tyler received the award on behalf of the organization for its nearly 30 years of dedicated service to Houston’s nonprofit community.

Our second annual “Leading Edge Luncheon” in September boasted a crowd of 200 at The Junior League of Houston. With Rice University’s Kinder Institute’s Stephen Klineberg giving the keynote address on Houston’s changing demographics, i.e. becoming more Hispanic and urban, less Anglo and suburban. Longtime KPRC-TV’s news anchor, Bill Balleza, kept the event rolling along. Honorees included: Sallie Diederich, Burt Hering, Roger Rolke, Hugh Williams, and Paul Cuneo for their many volunteer hours. Council Member Jack Christie, now on our Advisory Council, read the Mayoral Proclamation naming it “Executive Service Corps of Houston Day”.

Marketing
Nonprofits need ESCH’s help and we can point to increased Requests for Assistance that are tracked electronically online through our website. Consultants are learning to work together virtually through the website, SKYPE, Google Docs.

Our Marketing Team asked ESCH to focus on one social medium and grew our online presence through LinkedIn Group. ExxonMobil Marketing intern, Seida Omar, offered more frequent postings on Facebook and produced simple handouts that promoted our online presence. Cross-linking with various nonprofits including Texas Association of Nonprofits Organizations (TANO), United Way Houston, Rice University’s Center for Philanthropy and Nonprofit Leadership, University of Houston’s David Underwood Nonprofit Leadership Alliance and C.T. Bauer College of Business, Harris County Department of Education and United Way Montgomery County, as well as funders like Stoller and Simmons Foundations, helps raise ESCH’s visibility.

Seminars/Programs
Strategic Group Leadership Program (SGLP)
ESCH continued its partnership with Marathon Oil Corporation by planning a day-long Strategic Group Leadership Program (SGLP). This event allowed selected nonprofits (Holocaust Museum, NOAH, Women’s Chamber of Commerce, Krist Samaritan Center) to interact and learn from international young leaders from Marathon and business consultants from ESCH.

A panel comprised of Marathon’s internal and other corporate leaders commented on the resulting presentations and results.

Developing Development Program (DDP)
Three new clients availed themselves of ESCH’s services in creating a development leadership team among the board chairman, development director and executive director: Galveston Houston Institute, Schizophrenic and Related Disorders of America (SAARDA), and Houston Arboretum & Nature Center.

Administrative Improvements
New staff members, Lisa Gertsch, Accountant, and Julie Schmitz Broker, Development Associate/Office Manager, gave new life and professional consistency to our consulting agency. Their talented organizational skills helped increase our seminar attendance, improved our event marketing, and tracked our projects and volunteer hours more thoroughly. The organization is planning to move offices in 2013 to help raise visibility and improve client experience.

ESCH consultants believe in lifelong learning. ESCH is committed to reinventing itself to be more reflective of the nonprofit clients and the missions they serve. Leading the nonprofit community by example will allow ESCH to affect positive quality of life changes for Houston. Join us in exploring ways to improve and sustain the nonprofits we serve.

Burt Hering, D.Eng.
Chairman of the Board

Sally J. Tyler, CFRE
Executive Director
ESCH-Shell Oil Company Organizational Assessment Services help nonprofits focus on what is most important for their missions

Each 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 the named sponsor for these services.

Executive Leadership Coaching helps executive directors focus on 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. Consultants 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 all coachees reporting progress in every leadership skill chosen for coaching. Clients overwhelmingly endorse the program.

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

Seminars and webinars on different management and capacity-building topics were 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 provided by financial experts, who volunteer their services for ESCH. What are the results? Strong board oversight and staff operations providing these benefits: Confidence in making fiscally sound decisions, improved risk management, concise financial communications, better budgeting, forecasting and reporting, increased accountability and efficiency.

Developing Development Program (DDP)

Reductions in foundation and donor support. Increased demand for services. Programs and staff stretched thin. Every nonprofit needs more than short-term or piecemeal fundraising “band-aids.” DDP is a proven program that leads to sustainable success. DDP provides organizations with the expert training and individualized coaching that helps fundraising grow and thrive.

“Leaders establish the vision for the future and set the strategy for getting there; they cause change. They motivate and inspire others to go in the right direction and they, along with everyone else, sacrifice to get there.”

— John Kotter
Our Clients are staying focused on their missions

Organizations participating in management consultation projects represented a diverse spectrum of nonprofits.

ESCH serves organizations that have 501(c)(3), (4) or (6) status, educational organizations and government entities.
BUILDING SUSTAINABILITY

Marathon Strategic Leadership Group

In spring, 2012, ESCH partnered with Marathon Oil Corporation over a two-day period to work with their Strategic Leadership Group, a cadre of young international business professionals. Along with ESCH consultants, these leaders were challenged to use their skills or the betterment of the Houston nonprofit sector in the following ways:

**AGENCY:** Holocaust Museum

**MISSION:**
Holocaust Museum Houston is dedicated to educating people about the Holocaust, remembering the 6 million Jews and other innocent victims who were killed and honoring the survivors’ legacy. Using the lessons of the Holocaust and other genocides, they teach the dangers of hatred, prejudice and apathy. The Museum, which is open free to the public every day, teaches the events of the Holocaust to demonstrate the destructive power of prejudice and the importance of moral courage and individual responsibility.

**CHALLENGE:**
As part of the American Association of Museums (AAM) accreditation process which Holocaust Museum Houston was undergoing--the most rigorous evaluation of a museum institution and its functions, programs, processes and procedures available in the United States--the Museum conducted an extensive self-study which led to the establishment of three strategic imperatives for their future: evaluation, visibility and financial stability.

With respect to evaluation: They inspire hundreds of visitors every day to act as “upstanders” in their own lives, but how do they measure their success? How do they know that they are achieving our mission?

**SOLUTION:**
The high-level planning assistance that these driven and innovative MSLP/ESCH leaders provided invigorated the Museum’s community and improved their organization for the future.

Answers suggested by the MSLG group and ESCH consultant included having sensitivity to different groups of people and changing an open-ended comments book to a half-page of targeted questions. Incentives to evaluating the museum, e.g., a percentage off products, were started. The museum is currently working on a computerized system such as Survey Monkey for its evaluations. These suggestions have been a big help in addressing in its efforts to strengthen its evaluation and benchmarking strategies. A direct result was a suggestion to incorporate new technology (iPads) to help with evaluation. Executive Director Kelly Zuniga says that the museum is about to make iPads loaded with Holocaust information available to schools. She envisions supplying an iPad to every museum visitor, so the galleries will become “a complete interactive experience.”

**AGENCY:** Krist Samaritan Center

**MISSION:**
Krist Samaritan Center is a nonprofit, faith-based organization committed to providing affordable counseling services and educational programs to people of all economic backgrounds, as well as training for mental health and church professionals. Founded in 1986, theKrist Samaritan Center is accredited for continuing education by the American Psychological Association and as a service center and training program by the American Association of Pastoral Counselors and the Samaritan Institute. The Center is the largest provider of charitable counseling services of the 90 Samaritan Centers in the United States.

**CHALLENGE:**
Krist added new servers to their organization as well as electronic medical records system implementation. They requested help in creating an up-to-date Clinical Records Management, Emergency Preparedness, and Disaster Recovery Plan for all phases of operations, especially relating to the Electronic Medical Records which are highly confidential and legislated through HIPAA. They sought help ensuring that they onboard their new electronic medical records system in a way that is state-of-the-art, cutting edge and meets all compliance standards.

**SOLUTION:**
The Marathon Leadership Team, with ESCH consultant involvement, created an excellent basic disaster relief plan. Nonprofit cost constraints were taken into consideration thanks to team judges. The work given Krist from team leaders who deal with disaster and safety issues for an oil company on a daily basis were not only practical, but above-standard plans.
BUILDING EFFICIENCY

AGENCY: Fort Bend ISD Ridgemont Early Childhood Center/Executive Coaching

MISSION:
The dream that is now the reality of the Ridgemont Early Childhood Center was first conceived over 10 years ago by a core group of collaborators who recognized the need to build a seamless continuum of support and services for early learners and their families in the highest poverty community in Fort Bend ISD. This “founding” group, with representation from Fort Bend ISD, William Smith Sr. Tri-County Child Development Council, Inc. (Head Start), The George Foundation and SBWV Architects, envisioned a center where children and families could learn and grow together. Their vision and energy was initially fueled by the promise of a generous donation by The George Foundation and soon thereafter, by a strong financial commitment from The Houston Endowment. Today the reality of this center is one of “Promise” – promise for young children and their families in a setting which offers: Early Head Start, Head Start, PreK, PPCD, Family Literacy Program, GED and ESL adult education classes through the Literacy Council of Fort Bend County, Extended Day, and social, health and psychological services. Ridgemont Early Childhood Center is…

“The Starting Place for Bright Futures”

CHALLENGE:
Leading an Early Childhood Center based on collaboration between the ISD and outside agencies can be a challenge. The Ridgemont Early Childhood Center Building Manager is accountable for the success of the center, yet does not have direct authority over all teams operating in the facility. An Executive Coach was engaged to help improving leadership and communication skills as well as setting priorities among the myriad of challenges any school administrator faces.

RESOLUTION:
Mr. Cantu has learned when and how to exercise authority, and has improved leadership and communication skills thanks to the Executive Coaching he has received through one of our trained business leaders. He feels increased confidence and more successful in his daily work.

AGENCY: Houston-Galveston Institute (HGI)

MISSION:
To transform lives and communities with innovative and collaborative therapy, training and research. VISION: The Houston Galveston Institute is a recognized leader in the dynamic evolution of innovative, effective and accessible psychotherapy approaches.

CHALLENGE:
This small agency had a long history, but limited funding and a change in board leadership that kept it out of the public eye. A new development officer with college fundraising experience was hired. The board had little experience in developing fundraisers or knowledge of how to improve their visibility.

RESOLUTION:
Participation in an 8-month Developing Development Program with ESCH improved their leadership’s understanding of basic fundraising tenets and practices. Idea-sharing among the participants, ESCH development professionals (CFRE’s), and ESCH consultants strengthened the skills and knowledge base of the group. Time invested in learning how to raise funds and in analyzing the organization’s current giving segments and avenues was well-spent and resulted in increased support for the organization. They have almost doubled the size of our board and are getting ready for a successful fundraiser. They project that they will raise more than two times their past fundraisers due to the board expansion to include experienced and well-positioned community philanthropists on the board.

“Our ESCH consultants have been helpful in a mini-strategic planning process, which we agreed was a priority. They have been able to ask provocative questions, and given us a framework to move out of a financial “shortfall” in the next year.” – Sue Levin, Executive Director
Our Consultants and Board help nonprofits stay focused on their missions

New Consultants who joined ESCH 2013

Linda Avedon
Courtney Coffman
D. Carl Garrison
Jill Lynch
Gretchen Mazziotti, MBA
Mary Puccini, MS

New Board Members who joined ESCH in 2013

Sonali Gadkari
Karen White

Donna Alexander
Principal
DGA Healthcare Consulting

Julie Schmitz Broker
Office Manager/Development Associate
Executive Service Corps of Houston

Jack Christie
Council Member (Position 5)
City of Houston

Sallie Dienerich
Accountant/CPA
Self Proprietorship

Harold Goodearle
Senior Consultant-Mgmt
Anadarko

Frank Allen
Global Information Tech Manager (Ret.)
Shell Oil Company

Stevelyn Buenger
Executive Director (Ret.)
Winston & Strawn Foundation

Cathy Cooney
Chief People Officer
Red Robin

A.J. Durrani
Regional Resource Volumes Manager (Ret.)
Shell-USA unconventional Resources

Michael Hagan
Consultant & Coach
Marketing & More

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

Noel Byrne
Executive VP & Manager
Public Finance Division
Frost Bank

Bryan Evans
Vice President of Professional Services
Syntex Management Systems

Paul Cuneo
CO-Information Technology
Shell Oil Products Company

Jane Harding, Ph.D.
Executive Director (Ret.)
Executive Service Corps of Houston

Edward Benyon
Vice President of Development
Planned Parenthood of Houston and Southeast Texas

Phuong Bui
Accountant/Revenue Tax (Ret.)
ExxonMobil

Catherine Del Paggio
Director of Development
Harris County Hospital District Foundation

Don Eadie
Business Development Executive
Eadie Marketing Co., LLC

Augustus Elmer
President & CEO (Ret.)
Sealiver Maritime Inc.

Burton Hering, D.Eng.
VP Engineering & Construction (Ret.)
Amoco Power Resources Corp.

Peter Berkowitz
Founder and CEO (Ret.)
GE Continental Controls

Gretchen Mazziotti, MBA
Maba

Karen Chin
Partner
B2B CFO

Lisa Gertsch
Accountant/Consultant
Executive Service Corps of Houston

James Glenney
Vice President (Ret.)
Kanaly Trust

Karen White
Dean and COO
Executive Service Corps of Houston

Our Consultants and Board help nonprofits stay focused on their missions

New Consultants who joined ESCH 2013

Linda Avedon
Courtney Coffman
D. Carl Garrison
Jill Lynch
Gretchen Mazziotti, MBA
Mary Puccini, MS

New Board Members who joined ESCH in 2013

Sonali Gadkari
Karen White
OUR CONSULTANTS

T.D. Howe, III
President (Ret.)
T.D. Howe & Associates

James Hughes
Corporate Insurance Manager
ConocoPhillips

Andrew Icken
Chief Development Officer
Office of the Mayor, City of Houston

William Irwin
Management Consultant
William P. Irwin & Co.

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

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

Francis McGrath
Manager Business Development (Ret.)
Shell Oil Company

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

Willam Madison
Sr. VP Worldwide Production (Ret.)
Marathon Oil Corporation

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

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

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

Elmer Milz
Manager Research Development (Ret.)
Shell Development Company

Cathleen O’Banion
Principal
Consumerpoint Marketing, Inc.

Chris Poon
Internal Audit Manager (Ret.)
Exxon U.S.A.

John Ranney
Manufacturing Manager (Ret.)
Compasq Computer Corporation

George Saltsman
Quality Manager of Lubricants (Ret.)
ExxonMobil Corporation

Katarina Sowerby
Business Manager
Houston Galveston Institute

Thaddeus Stolz
President & General Manager
PricewaterhouseCoopers (PwC)

John Wagner, Jr.
Manager Technical Services (Ret.)
Equilon Enterprises, LLC

Hugh Williams
Senior Vice President (Ret.)
Coastal Refining

Marguerite Williams, MBA
Sr. Director of Economic Opportunity
Neighborhood Centers Inc.

John Reed, Jr.
Partner (Ret.)
PricewaterhouseCoopers (PwC)

Roger Rolke, Ph.D.
Director of Engineering (Ret.)
Shell Development Company

Milton Rose
President (Ret.)
SEACOR Marine, Inc.

Edward Rostron
Sr. Staff Mgr. VP U.S. Operations (Ret.)
IBM

Evgenia Rozenfeld
ESCH Consultant
PricewaterhouseCoopers Russia (PwC)

John Teall
Consultant/Human Resources (Ret.)
Shell Oil Company

David Teall
Consultant/Human Resources (Ret.)
Shell Oil Company

Richard Tennille
Senior Consultant (Ret.)
Conoco

Margaret Williams, MBA
Sr. Director of Economic Opportunity
Neighborhood Centers Inc.

James Rather
Engagement Manager (Ret.)
Keane, Inc.

John Wagner, Jr.
Manager Technical Services (Ret.)
Equilon Enterprises, LLC

Kathy Sullivan, MBA, CFRE
Director of Development (Ret.)
University of Houston

Ronald Swafford
Sr. VP Saudi PetroChem (Ret.)
Shell Oil Company

Richard Tennille
Senior Consultant (Ret.)
Conoco
Our Donors help our nonprofit clients expand their mission reach

The Executive Service Corps of Houston appreciates all of the donors who supported ESCH in 2012. Without your assistance, we could not have helped our clients, Houston nonprofits, reach goals and become more knowledgeable in the areas of management, leadership, board governance, strategic planning, development and other areas of need.

<table>
<thead>
<tr>
<th>$20,000 or more</th>
<th>Stoller Foundation</th>
<th>Joyce Backhaus</th>
</tr>
</thead>
<tbody>
<tr>
<td>$15,000 - 19,999</td>
<td>ConocoPhillips</td>
<td>Houston Endowment Inc.</td>
</tr>
<tr>
<td></td>
<td>Shell Oil Company</td>
<td>Simmons Foundation</td>
</tr>
<tr>
<td>$10,000 - 14,999</td>
<td>Albert &amp; Ethel Herzstein Charitable Foundation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chevron</td>
<td></td>
</tr>
<tr>
<td>$5,000 - 9,999</td>
<td>ExxonMobil Foundation, Inc.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Marathon Oil Corporation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>The Wortham Foundation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Roger Rolke, Ph.D.</td>
<td></td>
</tr>
<tr>
<td>$1,000 - 4,999</td>
<td>BP</td>
<td>Frost Bank</td>
</tr>
<tr>
<td></td>
<td>Strake Foundation</td>
<td>Roy Adams</td>
</tr>
<tr>
<td></td>
<td>David Baird, Jr.</td>
<td>Jo Carcedo</td>
</tr>
<tr>
<td></td>
<td>Karen Chin</td>
<td>Paul Cuneo</td>
</tr>
<tr>
<td></td>
<td>Will G. Dickey, J.D.</td>
<td>Burton Hering, D.Eng.</td>
</tr>
<tr>
<td></td>
<td>William P. Irwin, Ph.D.</td>
<td>William Mearse</td>
</tr>
<tr>
<td></td>
<td>Elmer Milz</td>
<td>John Reed, Jr.</td>
</tr>
<tr>
<td></td>
<td>Mark Russell</td>
<td>Erich Stolz</td>
</tr>
<tr>
<td></td>
<td>Ronald Swoford</td>
<td>Richard Tennille</td>
</tr>
<tr>
<td></td>
<td>W. Temple Webber, Jr.</td>
<td></td>
</tr>
<tr>
<td>$50 - 999</td>
<td>A.J. Durrani</td>
<td>Melanie Martinez</td>
</tr>
<tr>
<td></td>
<td>Augustus Elmer</td>
<td>Ivan Mayers</td>
</tr>
<tr>
<td></td>
<td>Lisa Gertsch</td>
<td>Francis McGrath</td>
</tr>
<tr>
<td></td>
<td>Jane Harding, Ph.D.</td>
<td>Thomas McIntosh</td>
</tr>
<tr>
<td></td>
<td>Burton Hering, D.Eng.</td>
<td>Jeffrey Mills</td>
</tr>
<tr>
<td></td>
<td>T.D. Howe</td>
<td>Morgan Stanley Smith</td>
</tr>
<tr>
<td></td>
<td>John L. Wortham &amp; Son, LLP</td>
<td>Barney</td>
</tr>
<tr>
<td></td>
<td>David Jones</td>
<td>Cynthia Fodell Mott</td>
</tr>
<tr>
<td></td>
<td>JP Morgan Chase Texas Foundation</td>
<td>Cathleen O’Banion</td>
</tr>
<tr>
<td></td>
<td>Dennis Kimpton</td>
<td>PACE Youth Programs</td>
</tr>
<tr>
<td></td>
<td>Linden Lauve</td>
<td>Karen Palfreyman</td>
</tr>
<tr>
<td></td>
<td>Irvin Levine</td>
<td>Susan Ramirez</td>
</tr>
<tr>
<td></td>
<td>Paul Lotts</td>
<td>James Rather</td>
</tr>
<tr>
<td></td>
<td>William Madison</td>
<td>Virginia Reper</td>
</tr>
<tr>
<td></td>
<td>Mary Jo Martin</td>
<td>Michael Rienier</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Milton Rose</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Evgenia Rozenfeld</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Joe Rubio</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Connie Smith</td>
</tr>
<tr>
<td></td>
<td></td>
<td>James Soller</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Katarina Sowerby</td>
</tr>
<tr>
<td></td>
<td></td>
<td>George Stark</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Carol Surles</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Anita Taylor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jay Taylor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>David Teall</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Caroline Trusty</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sally Tyler</td>
</tr>
<tr>
<td></td>
<td></td>
<td>George &amp; Nancy Van Os</td>
</tr>
<tr>
<td></td>
<td></td>
<td>David VanHorn</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Hugh Williams</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Marguerite Williams</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Joanne Wilson</td>
</tr>
</tbody>
</table>

**Shell Oil Company sponsored ESCH’s Organizational Assessment Services**, helping nearly 100 nonprofits assess their full organizations or parts of their organizations. Assessments are used as a starting point for 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.

**ConocoPhillips sponsored ESCH’s Educational Management Excellence Seminars.**
Our Board of Trustees keeps ESCH focused on its mission

Officers & Board of Trustees 2015

**Officers**

- Erick Stolz, Chairman
- Will G. Dickey, J.D., LMSW, General Counsel
- Paul Cuneo, Secretary
- Karen Chin, Treasurer
- Burton Hering, D.Eng., Immediate Past Chairman
- Sally J. Tyler, CFRE, Executive Director

**Board of Trustees**

- Jo Carcedo, MPA, Chief Operating Officer, Legacy Community Health Services
- Karen Chin, Partner, B2B CFO
- Paul Cuneo, Partner, CIO, Information Technology (Ret.), Shell Oil Products Company
- Will G. Dickey, J.D., LMSW, General Counsel, Attorney, Law Office of Will G. Dickey, PLLC
- Don Eadie, Business Development Executive, Eadie Marketing Co., LLC

**Staff**

- Sonali Gadkari, Human Resources Organizational Development Consultant, Marathon Oil Corporation
- Burton Hering, D.Eng., Immediate Past Chairman, Vice President, Engineering & Construction (Ret.), Amoco Power Resources Corp
- Sally J. Tyler, CFRE, Executive Director (Ex-Officio), Executive Service Corp of Houston
- Roger W. Rolke, Ph.D., Director of Engineering (Ret.), Shell Oil Company
- Erich Stolz, Chairman, President & General Manager (Ret.), Hydratron, Inc.
- Karen White, Assistant VP & Relationship Banking Officer, Frost Bank
- Marguerite Williams, MBA, Sr. Director of Economic Opportunity, Neighborhood Centers Inc.

**Advisory Board**

- David L. Baird, Jr., Upstream Public Affairs Manager (Ret.), ExxonMobil Corporation
- Pete N. Berkowitz, Founder and CEO (Ret.), GE Continental Controls, Inc.
- Council Member Jack Christie, Council Member (Position 5), City of Houston
- Augustus Elmer, President & CEO (Ret.), SeaRiver Maritime Inc.

**Staff** (2012 & 2013)

- Andrew F. Icken, Chief Development Officer, Office of the Mayor, City of Houston
- John Reed, Jr., Partner (Ret.), PriceWaterHouseCoopers (PWC)
- Hugh Williams, Senior Vice President (Ret.), Coastal Refining & Marketing Inc.
- Sally J. Tyler, CFRE, Executive Director
- Julie Schmitz Broker, Office Manager/Development Associate
- Lisa Gertsch, Accountant

“The true leader serves. Serves people. Serves their best interests, and in doing so will not always be popular, may not always impress. But because true leaders are motivated by loving concern than a desire for personal glory, they are willing to pay the price.”

— Eugene B. Habacker in The Other Side of Leadership

“One key to successful leadership is continuous personal change. Personal change is a reflection of our inner growth and empowerment.”

— Robert E. Quinn
## CONDENSED FINANCIAL STATEMENTS (Unaudited)

For the year ended December 31, 2012

### Statement of Financial Condition

**Assets**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$37,159</td>
</tr>
<tr>
<td>Unconditional promises to give</td>
<td>$15,000</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>$4,258</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>$56,417</strong></td>
</tr>
<tr>
<td>Office furnishings and equipment, net</td>
<td>$11,295</td>
</tr>
<tr>
<td>ESCH endowment fund</td>
<td>$45,137</td>
</tr>
<tr>
<td>Other assets</td>
<td>$1,426</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$114,275</strong></td>
</tr>
</tbody>
</table>

### Statement of Activities

**Support and Revenue**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate</td>
<td>$58,698</td>
</tr>
<tr>
<td>Foundation</td>
<td>$89,000</td>
</tr>
<tr>
<td>Individuals</td>
<td>$50,182</td>
</tr>
<tr>
<td>Program service revenue</td>
<td>$33,273</td>
</tr>
<tr>
<td>Fundraising events</td>
<td>$11,754</td>
</tr>
<tr>
<td><strong>Total Support, Revenue and Donated Consultant Time</strong></td>
<td><strong>$242,907</strong></td>
</tr>
</tbody>
</table>

**Expenses**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program related</td>
<td>$157,022</td>
</tr>
<tr>
<td>Administrative</td>
<td>$27,143</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$35,530</td>
</tr>
<tr>
<td><strong>Value of consultant services delivered</strong></td>
<td><strong>$219,695</strong></td>
</tr>
</tbody>
</table>

**Total Expenses and Volunteer Services Delivered**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Increase in Net Assets</strong></td>
<td><strong>$26,547</strong></td>
</tr>
</tbody>
</table>

¹ Professional Value: 5,915 hours @ $160/hour
In April, Executive Service Corps of Houston received the Mayor’s first Group Lifetime Achievement Award from Volunteer Houston. The event, held at the Westin Oaks, annually honors those volunteers providing exceptional service in the greater Houston area (Houston and surrounding communities).

ESCH Leading Edge Luncheon on Tuesday, September 18, 2012 honored Amazing Place, as ESCH’s Nonprofit of the Year. Over 200 consultants, donors, volunteers, and staff learned about the most critical issues facing Houston and other leading urban centers from Dr. Stephen Klineberg, Rice University Kinder Institute for Urban Research. At large Council Member Jack Christie, City of Houston, presented Chairman Burt Hering with the Mayor’s Proclamation naming it as “ESCH Day.”

**The 2012 Honorees were:**

**Volunteer Leader Award (500+ hours)**
- Sally Diederich

**Distinguished ESCH Volunteers (300+ hours)**
- Paul Cuneo
- Burton Hering, D.Eng.
- Roger Rolke, Ph.D

**Outstanding ESCH Volunteers (100-299 Hours)**
- Pete Berkowitz
- A.J. Durrani
- Marvin Kiel
- Paul Lotts
- Francis McGrath
- Thomas McIntosh
- Elmer Milz
- John Reed
- Milt Rose
- Ronald Swafford
- John Wagner, Jr.
- Hugh Williams

We recognize and thank all of our consultants for their generous service and gifts of talent and time.