Dear ESCH Friends and Supporters,

Executive Service Corps of Houston boasts 30 years of good works. ESCH has provided services for over 1,300 nonprofits in Houston and the surrounding five-county area. Over the years, we have worked with large agencies like the Salvation Army, Goodwill, the Houston Food Bank, the Houston Arboretum & Nature Center, Catholic Charities and small agencies like the Alliance for Multicultural Community Services and Dispute Resolution Center of Montgomery County and the Kids’ Reading Room.

With over 22,000 nonprofits in Houston and the surrounding area, our services are needed more than ever, but the ability of agencies to recognize their needs and find the time to reach out to us becomes more difficult. In an effort to simplify, we have an interactive website where clients can submit requests online and ask questions confidentially and in their own time. Our consultants respond quickly and when called upon for more in-depth projects, form cross-discipline teams of professionals who are willing to work together toward affordable solutions and in a practical/tactical direction.

We thank our colleagues at Robert Morris University Bayer Nonprofit Management Center for initializing our contact with our Bayer Corporation (now Convestro) in an effort to replicate the work begun in Pittsburgh, Pennsylvania. Our engage-
ment with Bayer Corporation began in February, 2014 and culminated in six projects in early 2015 – YMCA, The Art League of Baytown, United Way Baytown & Chambers County, Baytown Rehabilitation Services, Eddie V. Gray Wildlife Center and Bay Area Homeless Services. Small teams of chosen corporate professionals paired with ESCH consultants in the Baytown area. The projects were successful in terms of the nonprofit and helped the employees recognize the positive power of helping nonprofits in their community.

One of the common bonds of our years of service has been a positive result on the quality of life of the whole Houston community – from environmental, educational, arts and cultural, international, religious-oriented to health-related needs we are there. We are 30 years young, adapting and growing stronger in our commitment to the success of our nonprofit clients with each passing year. Thank you for your support of our organization as a consultant, client, donor and friend – we appreciate your help in supporting ESCH who helps those agencies who help those who need help most.

In service and with appreciation,

Karen Chin
Chairman, Board of Trustees

Sally J. Tyler, CFRE
Executive Director

WE ARE 30 YEARS YOUNG, adapting and growing stronger in our commitment to the success of our nonprofit clients with each passing year.
**Accomplishments**

Setting a good example for our clients, **ESCH made great strides in 2014** to update and improve our organizational effectiveness in the following ways:

- Hosted successful 30th Anniversary Celebration with Paul Hobby, Chairman, Greater Houston Partnership.
- Scanned all project information allowing for easier group access; utilizing Dropbox and GoToMeeting to ease the 6-county distance.
- Created 2 Videos generously contributed by the John & Laura Arnold Foundation, The Giving Library (now Great Nonprofits), and Gavin Chin, son of Board Chairman, posted on Vimeo.
- Improved Board Advisory Council (2013-14) and set term limits.
- Diversified Board of Trustees to include currently working women and men of various ethnicities with strong, diverse business skillsets to better reflect the nonprofit community we serve.
- FUNdraising Meetups – Monthly free lunch & learn sessions
- Ongoing Partnership with University of Houston C.T. Bauer School of Business – MIS Program. Senior students under UH supervision and mentored by ESCH IT and C-Suite business professionals, learn about business consulting while helping nonprofits build websites and improve databases and Search Engine Optimization (SEO).
- ICloud Computing/Technical Assessment – In 2015, ESCH has created a brochure touting a fledgling program to help assess technical needs (hardware/software analysis) to help small to mid-sized nonprofits to the cloud. (First client: Asian Chamber of Commerce)
- ESCH is in process of adding another neighboring county – Fort Bend – to garner more clients by co-hosting monthly nonprofit management seminars with the Fort Bend Chamber of Commerce.
LEADING EDGE LUNCHEON

From the Heart ESCH has given quality advice and service to Houston area nonprofits. No problem is too small for our best counsel.

>> ExxonMobil’s Nellis Willhite, Gavin Chin, and ESCH Board Chairman, Karen Chin

▲ Former City Council Member Toni Lawrence, United Way Baytown and Chambers County Director of Advancement Linda Avedon, and Karen Love

>> Karen (Riddle) Slater, Houston Center for Literacy, Neil Bush, Barbara Bush Houston Literacy Foundation and ESCH’s Development Associate, Julie Broker

▲ Greater Houston Partnership Paul Hobby commends Executive Service Corps of Houston for its 30 years of service to the community

>> ESCH Board Members Don Eadie, Eadie Marketing, and Marguerite Williams, Wells Fargo Bank, N.A.

▲ KPRC-TV’s News Anchor Bill Balleza awards top ESCH Consultants Pictured (L-) Bill Balleza, Sally Tyler, Karen Chin, Sallie Diederich, Pete Berkowitz, Paul Cuneo, Jim Rather, Jane Hardin, Burt Hering, Carl Garrison, Ron Swofford, Frank McGrath, George Saltsman
Our Services

Working with ESCH shows that leaders care about their organization’s future. Good leaders constantly learn, seek improved ways of doing things, and take the time to build capacity. Our consulting projects are individualized to specific needs and are offered to nonprofits with 501(c)(3), 4, or 6 status and educational and governmental organizations. Our consulting projects are partially underwritten by our own donors and are offered on a sliding fee scale.

ESCH's Executive Leadership Coaching program guides nonprofit leaders in building new skills on a foundation of their signature strengths. By design, our coaching strategy blends a strength-based approach with an “emotional intelligence” model for a period of approximately six months.

Our Financial Fitness for Nonprofits program consists of a series of components that enable board and staff members understand their fiduciary responsibilities, establish sound budgeting and fiscal management practices.

We sponsor a variety of seminars to help nonprofit leaders and staff gain knowledge into business management and operations. Each is led by an accomplished instructor, highly qualified and devoted to nonprofit services.

Reductions in foundation and donor support. Increased demand for services. Programs and staff stretched thin. Nonprofit need more than short-term or piecemeal fundraising “band-aids.” The Developing Development Program (DDP) leads to sustainable success. DDP provides organizations with the expert training and individualized coaching that will help fundraising grow and thrive.
STRATEGY FOR SUCCESS

STEP 1: GET CONNECTED
By using a comprehensive online form, organizations can request assistance in 11 distinct categories. In 2014, we received 259 unique requests.

STEP 2: GET EXPERTS
The Project Coordination Committee assesses requests and assigns our expert consultants.

STEP 3: GET GOING
Not only do our consultant teams work with organizations to give them tailored strategies for growth and success, the Training Committee schedules seminars and develops new presentations. Our volunteer consultants connect with clients in seminars, webinars, onsite project meetings and roundtables.

TOP 3 REQUESTS FOR ASSISTANCE
1. Start-Up Assistance
2. Website/Database/IT Issues
3. Strategic Planning

2014 PROJECTS
Board Governance
Business Plans
Coaching
Development
Financial Management
Human Resources
Information Systems
Marketing
Mentoring
Operations
Organization
Start-ups
Strategic Planning

67 NONPROFITS
94 PROJECTS
45 TRAININGS PRESENTED TO 327 ATTENDEES FROM 152 ORGANIZATIONS
Our Clients

In our 30 years, ESCH has worked with hundreds of clients. From smaller start-ups serving targeted populations to city-wide events and efforts, we have employed solid business practices and innovative solutions for sustainability and growth. These are the organizations we worked with in 2014.

Animal-related
Freddies Hope Rescue Ranch

Arts, Culture & Humanities
Houston Festival Foundation
Virtuous Star, Inc. (VSTAR)
Amazing Grace Charities
Archaeological Institute of America
Texas Railroading Heritage Museum
Qfest
The Mercer Society
S.H.A.P.E. Community Center

Community Improvement & Capacity Building
ESCH
Executive Service Corps - US

Education
William A. Lawson Institute for Peace and Prosperity (WALLIP)
College Community Career

Food, Agriculture, & Nutrition
Global Forum For Agriculture, Mining and Environment
Kids Reading Room (The)
SCB Connection
Texas Educational Seismic Project
Spring Branch Education Foundation
Rockwell Career Center, University of Houston
Good Steward Global Initiative
UH Faculty Senate
The Citizens Foundation
Vampire Squid Labs

Healthcare
Target Hunger
Transplant Fitness

Housing & Shelter
Naomi Center (The)

S.T.E.P Today Youth Community Development
Furniture Bank
Life Skills House

Human Services
Communities in Schools-Bay Area
Sickle Cell Association of Houston
Troops Morale Center
Building and Restoring Hope
Houston Habitat for Humanity
Dan’s House of Hope

Medical Research
Jamie’s Hope
International Medical Exchange

Mental Health & Crisis Intervention
Counseling Connections for Change, Inc.
Vets Journey Home

Philanthropy, Voluntarism & Grant Making Foundations
Kaneka North America LLC (Kaneka Foundation)
United Way of Greater Baytown Area & Chambers County
Montgomery County United Way
Montgomery County United Way: Hands Up Initiative
Montgomery County United Way: Healthy Living Alliance
Montgomery County United Way: Independently Healthy Program
Montgomery County United Way: Mobility Management Project

Public & Societal Benefit
Friendship Center (The)
Dispute Resolution Center of Montgomery County
Texas Civil Rights Project
STRATEGY FOR SUCCESS

Clients’ Annual Operating Budgets

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount Range</th>
<th>Clients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $10,000</td>
<td></td>
<td>23</td>
</tr>
<tr>
<td>$10,000 - $49,999</td>
<td></td>
<td>5</td>
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<tr>
<td>$50,000 - $149,999</td>
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<td></td>
<td>2</td>
</tr>
<tr>
<td>$3 million+</td>
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<td>7</td>
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</table>

How Many Our Clients Serve Each Year

<table>
<thead>
<tr>
<th>Category</th>
<th>Number of Clients</th>
</tr>
</thead>
<tbody>
<tr>
<td>001 - 99</td>
<td>23</td>
</tr>
<tr>
<td>100 - 249</td>
<td>7</td>
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<tr>
<td>250 - 499</td>
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<tr>
<td>500 - 999</td>
<td>5</td>
</tr>
<tr>
<td>1,000 - 4,999</td>
<td>7</td>
</tr>
<tr>
<td>5,000 - 9,999</td>
<td>5</td>
</tr>
<tr>
<td>10,000+</td>
<td>13</td>
</tr>
</tbody>
</table>

Emeritus Member and Consultant Burt Hering (left) and The Kids’ Reading Room founder Trish Schappell (right) give a thumbs up for the educational organization becoming a nonprofit in 2014, one of three we helped establish.

Significant Projects

United Way Montgomery County
United Way Baytown and Chambers County
Began discussion with Bayer Nonprofit Management Center (ESC-Pittsburgh)
Texas Railroading Heritage Society
Jamie’s Hope (Cancer group)
Our Volunteers

Donna Alexander, Consultant
Kamraan Ali, Consultant
Frank Allen, Consultant
David Baird, Jr, Advisory Council
Sid Bawejja, Consultant
Pete Berkowitz, Advisory Council
Bridgette Chambers, Trustee
Karen Chin, Board Chairman
Tom Chorba, Consultant
CM Jack Christie, Advisory Council
Paul Cuneo, Advisory Council/Consultant
Catherine Del Paggio, Consultant
Will G. Dickey, Esq., Advisory Council
Sallie Diederich, CPA, Consultant
A.J. Durrani, Consultant
Don Eadie, Trustee/Consultant
Ken Eagle, Consultant
Bryan Evans, Consultant
Ibtissam Egğiddine, Consultant
Jennifer Garmon, Consultant
D. Carl Garrison, C.S.P., Consultant
J Gaut, Consultant
James Glenney, Consultant
Harold Goodearle, Consultant
Michael Hagan, Consultant
Jane Harding, Ph.D., Past Executive Director/Consultant
George Hawkins, Consultant
Burt Hering, D.Eng., Immediate Past Chairman/Consultant
Debra Hernandez, Consultant
Bonnie Hochstein, Consultant
T.D. (Dike) Howe III, Consultant
James Hughes, Secretary/Treasurer/Consultant
Andy Icken, Advisory Council
Richard Jennings, Consultant
Justin Jones, Consultant
Bill Knighton, Consultant
Haçel Kreuç, Consultant
Howard Kusnetç, Consultant
Helen Leekte, Consultant
Darrell Lennear, Consultant
Paul Lotts, Consultant
Jill Lynch, Consultant
William Madison, Consultant
Raj Mashruwala, Consultant
Ivan Mayers, Consultant
Gretchen Maggiotti, Consultant
Francis (Frank) McGrath, Consultant
Tom McIntosh, Former Executive Director/Consultant
Diane McMaster, Past Executive Director/Consultant
Lİç Melton, Consultant
Elmer Milg, Past Consultant
Cathleen O’Banion, Consultant
Felix Osague, Consultant
Heather R. Patrick, Consultant
Carolyn Phillips, Consultant
Chris Poon, Consultant
Sharon Price, Consultant
Mary Puccini, Consultant
Krishna Radhakrishnan, Consultant
James Rather, Consultant
Paul Reinbolt, Trustee
Ilse Rew, Consultant
Charles Rhoads, Trustee
Cesar Rodriguez, Consultant
Roger Rolke, Ph.D., Past Chairman
Milt Rose, Consultant
David Rotella, Consultant
Evgenia Rogenfeld, Consultant
Greg Rutğer, J.D., Consultant
Michael Ryan, Senior IT Consultant
George Saltsman, Consultant
Ken Salğman, Consultant
Dave Sheehan, Consultant
Judy Spinella, Consultant
Erich Stolş, Advisory Council
Focused on Engagement
Consultant/Board Relations Improvement - Currently have recruited through Volunteer Match, Volunteer Houston, LinkedIn Board Connect, and trained 80 consultants; trainings and consultant relations stabilized with more routine trainings (quarterly) and HR Professionals engaged.

Strengthening Consultant Networking Skills - Consultants are encouraged to contact past clients regularly and to attend Greater Houston Partnership meetings, Chamber of Commerce, Association of Fundraising Professionals.
## Our Finances

### ASSETS

#### Current Assets
- Cash and cash equivalents: $24,770
- Pledges and grants receivable: 16,000
- Other receivables: 7,300
- Prepaid expenses: 1,773

**Total Current Assets**: $49,843

#### Office furnishings and equipment, net
- ESCH endowment fund: 36,904
- Other assets: 2,391

**Total Assets**: $89,138

### LIABILITIES AND NET ASSETS

#### Liabilities
- Accounts payable: $4,219

**Total Liabilities**: $4,219

#### Net Assets
- Unrestricted: 32,015
- Temporarily Restricted: 52,904

**Total Net Assets**: $84,919

### TOTAL LIABILITIES AND NET ASSETS
- **Total**: $89,138

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### SUPPORT AND REVENUE

- **Corporate**: $51,269
- **Foundation**: 54,024
- **Individuals**: 48,219
- **Program service revenue**: 66,290
- **Fundraising events**: 9,301

**Total support, revenue, and donated consultant time**: $1,181,416

### EXPENSES

- **Program related**: $159,862
- **Administrative**: 27,429
- **Fundraising**: 41,114

**Total Expenses and Volunteer Services Delivered**: $1,178,532

### INCREASE IN NET ASSETS
- **Total**: $2,884

*Professional Value: 5,047 unreimbursed volunteer hours @ $201/hour*
Our Staff and Board

EXECUTIVE DIRECTOR
Sally J. Tyler, CFRE
(Ex Officio)

DEVELOPMENT ASSOCIATE
Julie Schmitz Broker

ACCOUNTANT
Lisa Gertsch

CHAIRMAN
Karen Chin
Partner
B2B CFO

TRUSTEES
Bridgette Chambers President & COO, BGBC Management, LLC

Don Eadie Business Development Exec., Don Eadie Marketing Co., LLC

Mary Jackson, Ed.D. Chief Academic Officer, Director of Special Programs (Ret.), Fort Bend Independent School District

Paul Reinbolt VP Finance and Treasurer (Ret.), Marathon Oil Corporation

Charles Rhoads Lowry Rhoads Associates

SECRETARY, TREASURER
James F. Hughes, Ill
Risk Management
ConocoPhillips

EMERITUS
Burton Hering, D.Eng Vice President, Engineering & Construction (Ret.), Amoco Power Resources Corporation

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

Ron Swofford Sr. Vice President (Ret.), Saudi Petro Chemical Company
Executive Service Corps of Houston
7575 San Felipe St.
Suite 235
Houston, TX  77063-1713

Phone: 713-780-2208
Fax: 713-780-7764
E-mail: ESCH@ESCHouston.org

NONPROFIT IN NEED OF ASSISTANCE?
Visit us online at ESCHOUSIONG.ORG and click on “Request for Assistance.” Fill out the form to get connected to dedicated professionals who want to help nonprofits like you thrive!

WE WANT YOU
If you have a desire to help Houston nonprofits through your professional knowledge, join us in the cause online at www.eschouston.org/volunteer.

CONNECT WITH US

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www.linkedin.com/company/executive-service-corps-of-houston
www.youtube.com/user/ExecutiveServiceCorp
1984–2014
Helping Nonprofits Excel