Letter from the Chairman and Executive Director

In 2015, Executive Service Corps of Houston Celebrated its 31st anniversary and the community demands for ESCH services remain great. We’ve built a strong capacity building brand over the past 31 years! ESCH provides outstanding services to the community. These services are provided in a timely manner with high quality and at a reasonable cost. Our challenge is to get the word out. We spent much of 2015 doing just that!

A new governance model was implemented last year with Burt Hering, a former Chairman, leading those efforts as Executive Director. Additionally, the board governance was strengthened with the addition new members. ESCH trustees, advisory council members and consultants provided exceptional support to management. While gifts from corporations, foundations, and individuals are crucial to our sustainability, income from project fees became a larger part of total revenues.

Looking back at our accomplishments in 2015:

Based on the 79 clients served in 2015, the number of people impacted in the community was approximately 200,000.
Over 100 projects were carried out in the Greater Houston area, including United Way Montgomery County organizations (4 projects), Bayer Nonprofit Management Center (6 projects), University of Houston C.T. Bauer School of Business (52 projects), Nonprofit Startup Assistance (26 projects). In addition, projects were completed with the Texas Railroading Heritage Museum (business plan), Katy Christian Ministries (board governance), Jamie’s Hope (business plan) and Citizens’ Environmental Coalition (marketing plan).

New offerings included assistance to nonprofits to move their files and business operations to “the cloud”. Our educational program included 77 events attended by 319 persons representing 131 organizations.

**The Leading Edge Luncheon** was held in October. Keynote speaker was Neil Bush, Chairman of the Barbara Bush Houston Literacy Foundation. At the luncheon, we honored our client Rev. William A. Lawson and the Lawson Academy.

**ESCH is committed to increasing its positive impact on the community. Thank you for your continued support. Your time, treasure and talent along with your ideas are both appreciated and welcome at ESCH!**

Marguerite Williams, MBA
Chairman of the Board of Trustees

Burt Hering, D. Eng.
Executive Director
Streamlined our operations for over 70 consultants in a 6 county area. Transferred all of the organization files to the Cloud, resulting in better collaboration inside and outside of the organization, including easy file storage and sharing versus file sending.

Redesigned Website utilizing the University of Houston Management Information Systems (MIS) Program Bauer College of Business to streamline business processes. Began process of creating ticketing and reporting systems to manage projects which will result in real-time automation.

Increased Board of Trustees to include currently working women and men of various ethnicities and skillsets to better reflect the nonprofit community we serve.

Hosted Leading Edge Luncheon with Neil Bush, Chairman, Barbara Bush Houston Literacy Foundation and honored The Lawson Academy as the Nonprofit Client of the Year.

Participated in CenterPoint Energy’s “Power Tools” conference for nonprofit management and education.

Ongoing Partnership with University of Houston C.T. Bauer School of Business – MIS Program Each semester 26 website, database, search engine optimization or software projects for ESCH clients were addressed with aid of senior students, mentored by ESCH consultants.

Created an ESCH Rack Card to complement existing marketing materials and in lieu of revising and reprinting one of our existing general marketing pieces.
The Annual Leading Edge Luncheon with Neil Bush, Chairman, Barbara Bush Houston Literacy Foundation, discussing Project Blueprint for Literacy.
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.

ESCH-Shell Oil Company Organizational Assessment Services help nonprofits focus on what is most important for their missions. Each strategic planning consulting project began with an organizational assessment that helped the nonprofit and the consultant determine organizational strengths and weakness and priorities to address.

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.

ESCH launched an Information Technology and Cloud Computing Program to help nonprofit organizations obtain current technology and keep it operational and supported at minimal cost.

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.

The Developing Development Program provides organizations with the expert training and individualized coaching that will help fundraising grow and thrive.

ESCH-Wells Fargo Education Management Seminars 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.

ESCH holds weekly “Open Houses” for people who are interested in Starting a Nonprofit Organization or who have started one and need assistance going forward.
WHAT WE DO

CONNECT
By using a comprehensive online form, organizations can request assistance in 11 distinct categories.

COORDINATE
The Project Coordination Committee assesses requests and assigns our expert consultants.

EDUCATE
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 and roundtables.

ESSENTIAL STATS

79 NONPROFITS
An INCREASE from 68 in 2014

111 PROJECTS
Board Governance
Business Plan
Coaching
Development
Financial Management
Human Resources
Information Systems
Marketing
Start-ups
Strategic Planning

77 TRAININGS PRESENTED TO 319 ATTENDEES FROM 131 ORGANIZATIONS
Seminars impacted 200,000 people in the greater Houston area

TOP 3 REQUESTS FOR ASSISTANCE
From smaller start-ups to city-wide events and efforts, we teach solid business practices and implement innovative solutions for sustainability and growth.
### Clients’ Annual Operating Budgets

<table>
<thead>
<tr>
<th>Budget Range</th>
<th>Number of Clients</th>
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<tbody>
<tr>
<td>&gt; $10,000</td>
<td>24</td>
</tr>
<tr>
<td>$10,000 - $49,999</td>
<td>6</td>
</tr>
<tr>
<td>$50,000 - $149,999</td>
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<tr>
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<td>$2 - $3 million</td>
<td>1</td>
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<tr>
<td>$3 million+</td>
<td>13</td>
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### How Many Our Clients Serve Each Year

<table>
<thead>
<tr>
<th>Number of Clients</th>
<th>001 - 99</th>
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<tbody>
<tr>
<td>22</td>
<td></td>
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<tr>
<td>14</td>
<td>100 - 249</td>
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<tr>
<td>7</td>
<td>250 - 499</td>
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<td>9</td>
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<tr>
<td>10</td>
<td>1,000 - 4,999</td>
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<tr>
<td>4</td>
<td>5,000 - 9,999</td>
</tr>
<tr>
<td>13</td>
<td>10,000+</td>
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OUR VOLUNTEERS

Donna Alexandar   Kamraan Ali   Frank Allen   David Baird   John Balena   Sid Baweja   Pete Berkowitz
William Brenneman   Dylan Brown   Bridgette Chambers   Karen Chin   Tom Chorba   CM Jack Christie
Paul L. Cuneo   Catherine Del Paggio   William Dickey   Sallie Diederich   A.J. Durrani   Don Eadie
Ken Eagle   Augustus Elmer   Bryan Evans   Ibtissam Ezzeddine   Jennifer Garmon   Carl Garrison
James Gaut   James Glenney   Harold Goodearle   Michael Hagan   Jane Harding   Walter Hammann
George Hawkins   Burton Hering   Deborah Hernandez   Bonnie Hochstein   T.D. Howe   James Hughes
Andrew Icken   Mary Jackson   Tom Jackson   Kyle Jenkins   Richard Jennings   Justin Jones
   Kathy Keeney   Bill Knighton   Hazel Kreuz   Helen Leake   Darell Lennear   Paul Lotts
Jill Lynch   William F. Madison   Raj Mashruwala   Ivan Mayers   Gretchen Mazziotti   Robert McDaniel
Francis McGrath   Thomas McIntosh   Diane McMaster   Liz Melton   Elmer Milz   Deborah Mundle
Cathleen O’Banion   Felix Osague   Heather Patrick   Carolyn Phillips   Chris Poon   Sharon Price
   Mary Puccini   Letha Quashie   Krishna Radhakrishan   James Rather   John Reed   Ilse Rew
Charles Rhoads   Roger Rolke   Milton Rose   David Rotella   Evgenia Rozenfeld
   Greg Rutzen   Mike Ryan   George Saltsman   Carl Scott   Dave Sheehan   Judy Spinella
Erich Stolz   Nicole Streeter   Kathryn A. Sullivan   Ronald Swofford   Bill Taylor
   David Teall   Richard Tennille   Tim Timbrook   Jason Ulku   Amy Villasenor   John Wagner
Hugh Williams   Marguerite Williams   Ernie Williamson   Sarah Worthy
**FACTS AT A GLANCE**

**75 CONSULTANTS**

10 new volunteers added in 2015

**OUR VOLUNTEERS PUT IN 4,036 HOURS**

THAT’S ABOUT 77 HOURS A WEEK

**52 PROJECTS**

DEALT WITH INFORMATION SYSTEMS

In 2015, ESCH introduced a program to help assess technical needs (hardware/software analysis) to help small to mid-sized nonprofits to the Cloud. The first client: Asian Chamber of Commerce in conversation with Houston Arts Alliance.

**Significant Projects**

United Way Montgomery County, United Way Baytown and Chambers County, Bayer Nonprofit Management Center (ESC-Pittsburgh) with 6 nonprofits in Baytown, Texas Railroading Heritage Museum, Harris County Proactive Services

**IN 2015, WE**

HELPED ESTABLISH 3 NONPROFITS including Angels’ Blessing People, Covenant Ring Prayer Organization, Gift of Empowerment.

STRENGTHENED 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.

IMPROVED CONSULTANT/BOARD RELATIONS

Recruited and trained through Volunteer Match, Volunteer Houston, LinkedIn Board Connect.
## Our Finances

### Assets

**Current Assets**
- Cash and cash equivalents: $28,507
- Pledges and grants receivable: 5,250
- Other receivables: -
- Prepaid expenses: 2,775

**Total Current Assets**: $36,532

**Office furnishings and equipment, net**: -

**ESCH endowment fund**: 2,066

**Other assets**: 2,391

**Total Assets**: $40,989

### Liabilities and Net Assets

**Liabilities**
- Accounts payable: $1,680

**Total Liabilities**: $1,680

**Net Assets**
- Unrestricted: 37,243
- Temporarily Restricted: 2,066

**Total Net Assets**: $39,309

### Support and Revenue

**Corporate**: $32,765

**Foundation**: 5,350

**Individuals**: 61,631

**Project Fees**: 49,015

**Annual Luncheon**: 12,818

**Total Support and Revenue**: $163,156

### Expenses

**Program related**: $145,485

**Administrative**: 24,543

**Fundraising**: 37,323

**Total Expenses and Volunteer Services Delivered**: $207,351

**Value of consultant services delivered**: $811,236*

### Decrease in Net Assets

**Decrease in Net Assets**: $45,610

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*Numbers are for the year ended Dec. 31, 2015

*Professional Value: 4,036 unreimbursed volunteer hours @ $201/hour
OUR SUPPORTERS

Barbara Bush Houston Literacy Foundation
Wheeler Avenue Baptist Church
The Wortham Foundation

Houston Endowment, Inc.

Capital One
GHP Greater Houston Partnership
ConocoPhillips
Wells Fargo
ExxonMobil Foundation
Frost
GuideStar
CenterPoint Energy
Randalls
Motiva Enterprises LLC
Kroger
Holman Street Baptist Church
The Wortham Foundation
Wheeler Avenue Baptist Church
OUR STAFF & BOARD

**STAFF**

**EXECUTIVE DIRECTOR**
Sally J. Tyler, CFRE*
Burton Hering, D.Eng.

**PROGRAM MANAGER**
Julie Schmitz Broker

**ACCOUNTANT**
Thomas Jackson, CPA

*Retired in October 2015

**BOARD OF TRUSTEES**

**CHAIRMAN** Marguerite Williams, MBA, VP, Business Banking Group, Wells Fargo Bank

**VICE CHAIRMAN** Nicole Streeter, Board Administrator, Harris Health Systems

**TREASURER** Karen Chin (resigned), Partner, B2B CFO

**SECRETARY & TREASURER** James F. Hughes, III, Manager, Corporate Insurance, ConocoPhillips (Ret.)
<table>
<thead>
<tr>
<th>TRUSTEES</th>
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<tbody>
<tr>
<td>Bridgette Chambers, President &amp; COO, The Nite Group</td>
</tr>
<tr>
<td>Don Eadie, Business Development Executive, Eadie Marketing Co., LLC</td>
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<tr>
<td>Jonathan Emmanuel, JD, MBA, Attorney at Law, The Emmanuel Law Firm, P.C.</td>
</tr>
<tr>
<td>Mary Jackson, Ed.D., Chief Academic Officer/Director of Special Programs (Ret.), Fort Bend Independent School District</td>
</tr>
<tr>
<td>Charles A. Rhoads, Principal, Lowry Rhoads Associates</td>
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<tr>
<td>Burton Hering, D.Eng., Executive Director – Ex Officio</td>
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<th>ADVISORY COUNCIL</th>
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<tbody>
<tr>
<td>David Baird, Upstream Public Affairs Manager (Ret.), ExxonMobil</td>
</tr>
<tr>
<td>P. N. Berkowitz, President &amp; CEO (Ret.), GE Continental Controls, Inc.</td>
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<tr>
<td>CM Jack Christie, City of Houston–At Large Position 5</td>
</tr>
<tr>
<td>Paul Cuneo, CIO-Information Technology (Ret.), Shell Oil Products Company</td>
</tr>
<tr>
<td>Will G. Dickey, J.D., LMSW, Attorney at Law, Will G. Dickey &amp; Associates</td>
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<tr>
<td>Augustus Elmer, President &amp; CEO (Ret.), SeaRiver Maritime, Inc.</td>
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<tr>
<td>Andrew F. Icken, Chief Development Officer, City of Houston</td>
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<tr>
<td>John Reed, Jr., Partner (Ret.), PwC</td>
</tr>
<tr>
<td>Dr. Carl Scott, Professor, University of Houston-C.T. Bauer College</td>
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<tr>
<td>Erich Stolz, CFO, The Mundy Companies</td>
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<tr>
<td>Hugh Williams, Sr. Vice President (Ret.), Coastal Refining &amp; Marketing</td>
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<th>EMERITUS</th>
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<tbody>
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<td>Burton Hering, D.Eng., Executive Director – Ex Officio</td>
</tr>
<tr>
<td>Roger Rolke, Ph.D., Director of Engineering (Ret.), Shell Oil Company</td>
</tr>
<tr>
<td>Ron Swofford, Sr. Vice President (Ret.), Saudi Petro Chemical Company</td>
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</table>
GET INVOLVED

VOLUNTEER WITH US!
If you have a desire to use your professional knowledge help Houston nonprofits, join us in the cause. Visit www.eschouston.org/volunteer.

KNOW A NONPROFIT IN NEED OF ASSISTANCE?
Have them visit us online at ESCHOUSTON.ORG and click on “Request for Assistance.” Fill out the form to get connected to dedicated professionals who want to help nonprofits like thrive!

NONPROFIT STARTUP MEETINGS
ESCH offers pro bono basic training and conversations with consultants regarding guidance on the nonprofit landscape. Business Plans and assistance for completing IRS filings are done on a fee basis.