Letter from the Chairman and Executive Director

In 2016, Executive Service Corps of Houston celebrated its 32st year in existence! After all of this time, the community needs for ESCH services remain great. We’ve built a strong capacity building brand over the past 32 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 2016 doing just that!

A new model was implemented last year with Burt Hering, a former Chairman, leading those efforts as Executive Director. The board was strengthened with the addition of key advisory board members. ESCH trustees and consultants provided exceptional support to management. While gifts from corporate, 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 2016:

Based on the 79 clients served in 2016, the number of people impacted in the community was approximately 200,000.
109 Projects were carried out, including with the United Way Montgomery County organizations (4 strategic plans), Bayer Nonprofit Management Center- ESC Pittsburgh (6 projects), U of H Management Information Systems (48 projects), Nonprofit Startup Assistance (34 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 66 events attended by 742 persons representing 482 organizations.

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

Mike Tudor
Chairman of the Board of Trustees

Burt Hering, D. Eng.
Executive Director
- Participated in CenterPoint Energy’s “Power Tools” conference for nonprofit management and education. Concentrated on expanding activities to a 6 county area.

- Continued to build Website utilizing the University of Houston Management Information Systems Program Bauer College of Business to streamline business processes.

- Process of creating ticketing and reporting systems to manage projects through Salesforce which will result in real-time automation, with access to information from any location, improving the organizations ability to deliver programs, services, and products that fulfill its mission.

- Increased number and diversity of the Board of Trustees to better reflect the nonprofit community we serve.

- Significant Projects included United Way Montgomery County (Literacy Volunteers of America, Mobility Management Project, Montgomery County Youth Services, Hands Up Initiative), Harris County Proactive Services, Armand Bayou Nature Center, Bayou Preservation Association, Communities In Schools – Bay Area, Dispute Resolution Center of Montgomery County, Generation One, Houston Pet Set, ILM Academy, Lone Star Santas Charities, Standish Foundation for Children, The Hay Center, and Wesley Academy.
Nonprofit Startup Meetups – Weekly Sessions (Tues., 11 a.m. – 1 p.m.)

ESCH offers basic training and conversations with consultants regarding establishing effective organizations, guidance on the nonprofit landscape and heads them in the direction of appropriate business planning, fundraising, etc. No fees for each session, but Business Plans and assistance for completing the IRS1023 and IRS1023EZ are charged. 34 projects were initiated.

Consultant levels maintained at about 50.

Ongoing Partnership with University of Houston C.T. Bauer School of Business – MIS Program

Each semester 15-20 websites, databases, software issues are addressed with aid of senior students, mentored & nonprofit jobs scoped by business professionals, now led by global IT consultants.

In 2016, ESCH consultants worked on 48 projects.

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.

Updated an ESCH Rack Card to complement existing marketing materials and in lieu of revising and reprinting one of our existing general marketing pieces.
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 weaknesses 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 to 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.
Celebrated 10 year collaboration with University of Houston Bauer College of Business - Management Information Systems projects done by student teams for ESCH clients, mentored by an ESCH consultant. Number of projects has increased from 24 in 2013 to 39 in 2014 to 52 in 2015 and 48 in 2016 and 60 estimated for 2017.

Completed a major project with Harris County Children's Protective Services integrating their Performance Evaluation Program with their Salary Administration. A follow-up project is scheduled for 2017.

Nonprofit Startup Program - Weekly open house for those interested in starting a nonprofit. Averaged about 100 attendees a year. This has led to 34 projects in 2016, mainly Business Plans and assistance with IRS filings.

In 2016, ESCH presented 66 seminars and client training sessions attended by 742 persons, representing 482 nonprofit organizations.

Partnered with Ft. Bend County Chamber of Commerce and the George Foundation to bring ESCH services to nonprofits in Ft. Bend County. Similar partnering is being developed with the Chamber in Montgomery County.

ESCH's impact on the greater Houston community has averaged about 200,000 persons, based on the number of projects carried out and the number of people served by our clients.
OUR CLIENTS

3 A Bereavement Foundation Agape Development
Air Alliance Houston Alliance of New Americans – Conroe & Huntsville Anchor Point
Armand Bayou Nature Center
Bayou Preservation Association
Boys & Girls Clubs of Greater Houston
Break the Cycle
Bridgewood Farms
Caring Adoptions
Cease Addiction Now Champ Toro Fund
Change Happens Communities in Schools - Bay Area
Crossroads at Park Place Dance with Stars
Day of the Dog…Celebrate Life!
Digital Ability Technology, Inc.
Disciples of the Saintly Death of Jesus Christ
Dispute Resolution Center of Montgomery County, Inc.
E. L. Kingsley Foundation
Emmanuel Cares CDC ESCH
Eternal Gems, Inc.
Family to Family Network Flexible Workplace Initiative
Free Your Star Foundation Generation One
Gift of Empowerment
Girls Enjoying Life Science
Hands Up Initiative
Harmony Enrichment
Harris County Protective Services Hope for Three Autism Advocates Houston
Chinese Culture and Arts Foundation
Houston PetSet
HREG
ILM Academy
Katy Christian Ministries Kingwood Montessori School Knowledge Influencing Noble
Decision Girls Mentoring Program Life Skills House, Inc.
Literacy Volunteers of America, Montgomery County Chapter Local Infant Formula for Emergencies Houston
Lone Star Santa’s Charities
Magnificently Humbled Performers Theatre Program MediMorphosis Consulting
Men of Honor
Mercer Society
Mercy House Organization Mobility Management Project Montgomery County United Way Montgomery County Youth Services
My Bloom, Inc.
Myprereq, Inc. Neighborhood Recovery
CDC Old Guys Surf Reunion Operation We
Find You Peace In This House Rebuilding
Together Houston Safe Haven for Youth
Schizophrenia and Related Disorders
Alliance of America
Sober Living Events
South East Side CDC
Spay-Neuter Assistance Program Standish
Foundation for Children
Texas Economic and Development
Association
The Aggressive Job Hunters The Gathering
Outreach Community
Center
The Hay Center
The Light of Life Haiti Initiative The
Literacy Bridge
The Super Bowl of Caring The Umbrella
Initiative
The Woman's Roots
Troops Morale Center Ukrainian American
Cultural Club
of Houston
Volunteer Houston
Wesley Academy
YWCA of Houston
OUR VOLUNTEERS

Roy Adams  
Joyce Backhaus  
David Baird, Jr.  
Paul Cuneo  
ExxonMobil Foundation  
Carl Garrison  
Burton Hering, D.Eng.  
Albert & Ethel Herzstein Charitable Foundation  
James F. Hughes, III  
William P. Irwin, Ph.D.  
Mary Jackson, Ed.D.  
Walter Madden  
Raj Mashruwala  
James Rather  
John Reed, Jr.  
Charles Rhoads  
Roger Rolke, P.h.D.  
Shell Oil Company Foundation  
Ronald Swofford  
Richard Tennille  
Mike Tudor  
Marguerite Williams  
The Wortham Foundation
Executive Service Corps of Houston  
Financial Summary - Annual Report  
Year Ended December 31, 2016

### Assets

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<tr>
<th>Category</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Current Assets</td>
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<td>Cash and Cash Equivalents</td>
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<td>Pledges and Grants Receivable</td>
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<td>Other Receivables</td>
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<td>Prepaid Expenses</td>
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<td>ESCH Endowment Fund</td>
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<td>Total Current Assets</td>
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<tr>
<td>Office Furnishings and Equipment - Net</td>
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<tr>
<td>ESCH Endowment Fund</td>
<td>$2,171</td>
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<td>Other Assets</td>
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<td>Total Assets</td>
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### Liabilities and Net Assets

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<td>Accounts Payable</td>
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<td>Total Liabilities</td>
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<td>Net Assets</td>
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<td>Unrestricted</td>
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<td>Temporarily Restricted</td>
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<td>Total Liabilities and Net Assets</td>
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### Support and Revenue

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<td>Individuals</td>
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<td>Project Fees</td>
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<td>Annual Luncheon</td>
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<td>Total Support and Revenue</td>
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### Expenses

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<td>Administrative</td>
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<td>Fundraising</td>
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<td>Total Expenses</td>
<td>$109,769</td>
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### Value of Consultant Services

- Delivered: $1,032,738
- *Total Expenses and Volunteer Services Delivered: $1,142,507

### Increase in Net Assets

- $21,988

*Numbers are for the year ended December 31, 2016

*Professional Value: 5,138 unreimbursed volunteer hours @ $201/hour
EXECUTIVE DIRECTOR
Burton Hering, D.Eng.

PROGRAM MANAGER
Julie Broker

ACCOUNTANT
Thomas Jackson, CPA

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

VICE CHAIRMAN James F. Hughes, Ill, Manager, Corporate Insurance (Ret.) ConocoPhillips

TREASURER John Reed Jr. (Partner (Ret.) PwC

SECRETARY & TREASURER
Johnathan Emmanual, Attorney at Law, The Emmanual Law Firm, P.C.
TRUSTEES

Paul Cuneo
CIO-Information Technology (Ret.)
Shell Oil Products Company

Burton Hering, D.Eng.
Executive Director – Ex Officio

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

James Rather, MS, MBA
Outsourcing Engagement Manager (Ret.)
   Keane Incorporated

Charles A. Rhoads
Principal
Lowry Rhoads Associates

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

Ron Swofford
Sr. Vice President (Ret.)
   Saudi Petro Chemical Company

Mike Tudor
Vice President (Ret.)
   ExxonMobil Global Services Company

ADVISORY COUNCIL

David Baird
Upstream Public Affairs Manager (Ret.)
   ExxonMobil

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

Council Member Jack Christie
City of Houston – At Large Position 5

Will G. Dickey, J.D., LMSW
   Attorney at Law
   Will G. Dickey & Associates

Augustus Elmer
President & CEO (Ret.)
   SeaRiver Maritime, Inc.

Andrew F. Icken
Chief Development Officer
   City of Houston

Dr. Carl Scott
Professor
   University of Houston-C.T. Bauer College

Erich Stolz
   CFO
   The Mundy Companies

Hugh Williams
Sr. Vice President (Ret.)
   Coastal Refining & Marketing
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.