

## **Leadership. Skill. Compassion.**

**When you lead a nonprofit, you wake up every day determined to change lives.**

**The work is rewarding, but there is constant pressure to serve more clients, raise more money, reach a wider audience, retain the best people, and build a stronger board. ESC can help.**

**We will work collaboratively with your organization to build the capacity you need to address these important issues. Together we can accomplish great things.**



Expertise to help nonprofits succeed

ESC can empower your nonprofit to create sustainable change through services that are customized to meet your unique needs. With ESC, you have access to expert consultants, the talent to complete high-impact projects, and professional development programs to foster creativity and growth in your organization. For over 35 years, we have been working with nonprofits like yours to help them build capacity and create impact in their communities.



## ESC Consulting

### Strategy and tactics

Nonprofits call on ESC when they are facing a significant opportunity or challenge. We select the best team from our pool of over 150 experienced consultants to work with you to develop strategic and tactical solutions.

## Services

Strategic Planning and Management

Fundraising and Advancement

Governance and Board Development

Identity, Marketing, and Messaging

Business Planning, Finance, and Sustainability

Organizational Culture and Change Management

Outcome Measurement and Program Evaluation

Succession Planning

Strategic Alliances and Mergers

Technology Assessment

## Approach

- **Experience matters:** The ESC consulting practice is comprised exclusively of senior-level professionals who donate their time and expertise to provide exemplary consulting services to help you meet your goals.
- **Customized:** We will match you with a team of consultants that fits your culture and has the capabilities for your project. As the project progresses, talent can be added if needed.
- **Collaborative:** We listen carefully and help assess your needs. Then we work with you every step of the way so there are no surprises, and you get an outcome you can implement.
- **Caring:** ESC consultants engage around your issues and then go the extra mile to achieve workable outcomes.
- **Affordable:** ESC leverages the pro bono services of its consultants, as well as donations and grants, making ESC fees highly cost-effective.

## By the numbers

**35+**  
years of empowering nonprofits

**2,000+**  
organizations served since 1982

**100+**  
current client organizations

**\$2.5 million**  
in value of donated consulting hours annually

**150+**  
expert ESC Consultants

**100+**  
experienced ESC Fellows

## ESC Fellowships

Interim and transitional roles

ESC Fellowships provide transitional management support from experienced professionals to move critical initiatives forward. ESC Fellows help build capacity for high-impact projects in areas such as management, operations, marketing, fundraising, human resources, finance, business development, and program development. Through a rigorous and selective matching process, we ensure the right skill set to match your needs. Fellowships are time-limited assignments, usually full-time for six months or part-time for a year. ESC Fellows receive a stipend paid for by the nonprofit or funded by a sponsor.

## ESC Institute

Organizational development

ESC prepares your organization's talent for the future through workshops on a range of topics, and personalized leadership training, mentoring, and coaching. Program participants learn from experts who share the most relevant, up-to-date knowledge and skills. Each highly interactive program combines best practices and real-world experiences. The ESC Nonprofit Executive RoundTable is a peer-coaching program for chief executives of nonprofits. Facilitated by an ESC consultant with extensive experience, it's a place to share issues and concerns, and get real-time feedback from other leaders outside your network.

## ESC Discovery

50+ adults in transition

ESC Discovery helps individuals who are 50+ find their next fulfilling work/life opportunity. The professionals who lead the programs have real-life experience in navigating life changes and help participants think holistically about their futures. Individuals get actionable information to help them make the best decisions about the next phase of their lives. Facilitated workshops and interactive instructional materials are offered through employers for their employees in transition, and through nonprofits that work with adults, midlife and beyond, as they chart their paths forward.



Photos courtesy of our clients (left to right): Habitat for Humanity MetroWest/Greater Worcester; New England Center for Arts & Technology; Agassiz Baldwin Community.

## Sample case histories



In creating **Seeding Labs**, the founder distributed surplus laboratory equipment and other resources to equip scientists with the tools, training, and connections they needed to be on the cutting edge of global discovery. With a relationship since Seeding Labs' inception, ESC helped create a business plan, craft a funding proposal for explosive growth, and hire more people. The result? Staff has grown by 900%, revenue by 578%, and the number of clients served by 1,000%.



**BAMSI**, a rapidly growing statewide human services organization, provides over three dozen programs and supports over 25,000 individuals and their families with developmental disabilities, traumatic brain injuries, and behavioral health challenges. Over the past three years, BAMSI's leadership has engaged a team of ESC consultants to provide guidance and support on a broad range of issues including organizational development, board effectiveness, strategic planning, and branding.

**Talking Information Center (TIC)**, which provides news and information to visually impaired and disabled listeners, faced budget cuts and a major transition to a new government agency. ESC helped TIC develop a strategic plan to grow revenue, increase staff effectiveness, strengthen the board, and prepare for a leadership transition.



Our clients include (top to bottom): Seeding Labs, BAMSI, and Talking Information Center.

## Client experiences

*“My experience working with ESC to put together a multi-year strategy far exceeded my high expectations. The consultants were professional, knowledgeable, dedicated, thorough, and flexible. They also were able to draw on their decades of expertise in nonprofits and fundraising to highlight best practices and areas where our group was not focusing enough resources.”*

Deb Samuels, Executive Director, Crossroads

*“It's one thing to look at issues and solutions from 40,000 feet and another to stay grounded; they did both. The consultants never lost sight of our mission and our connection to delivering critical human services to the people who are struggling in our communities.”*

John Cuneo, President and CEO, Community Action Inc. (CAI)

*“ESC helped us build consensus around our new mission, and then worked with us to create a workable implementation plan. They were so helpful and supportive that we were able to break with our past and step forth into our new vision.”*

Grey Lee, Executive Director, USGBC Massachusetts Chapter

## Connect with us

Call ESC at 617-357-5550 to arrange a complimentary assessment and find out how we can help.

[empowersuccesscorps.org](http://empowersuccesscorps.org)



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