

How Our Programs Support the Community and Beyond



ESC of New England

Consulting and Capacity Building
for Nonprofits



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About ESC of New England

Executive Service Corps (ESC) of New England was founded in 1982 by Caleb Loring, Jr., former Managing Partner of Fidelity and Ezra Merrill, former Chairman of HP Hood, to provide consulting services intended to improve the efficiency and effectiveness of nonprofits. Loring and Merrill's consulting model paired experienced professionals working pro bono with nonprofit organizations, leveraging the talents of the professional community for the benefit of the public service sector. The model took off immediately with increasing demand for services in the first several years with clients ranging from small-mid size organizations to larger museums, health care facilities and an urban public school system.

With continued growth throughout the last three decades, ESC of New England now has more than 150 expert consultants in its practice and is involved with an average of 100 nonprofit consulting engagements every year in all areas of governance and management for nonprofits in the fields of education, human services, the arts, the environment, and many more.

In 2014, the Encore Fellowship and Discovering What's Next Programs were added to the ESC of New England lineup. These two programs align with our founder's beliefs that corporate skills can be transferred to the nonprofit sector and bring continued rewards to those in the encore stage of life.



Mission Statement

ESC of New England's mission is to enhance the impact of nonprofit organizations through high quality, affordable consulting services, capacity building, leadership support, and programs provided by experienced professionals dedicated to serving the community.

Discovering What's Next

More and more employers are looking for ways to encourage and support employee transition.

More and more people at midlife are asking, "What comes next for me?" People today are looking to discover a life that remains full of possibility.

Discovering What's Next offers ideas, resources and a community of peers to people as they seek a stronger sense of purpose in their work, engagement in their communities and balance in their lives.

Discovering What's Next programs give people the knowledge and confidence to navigate successfully the questions and challenges that often emerge at mid-life, retirement and at other times of transition.

ESC customizes our services to embrace the goals of our sponsoring corporate partners and personalizes our offerings to focus on the people we serve – whether it's achieving life balance, seeking clarity of purpose, contributing through community engagement, or finding paid or unpaid work with a social purpose.



Seminars and Workshops

Discover Your Encore – Explore work/service with a social purpose

Thinking Beyond the Money – Non-financial aspects of preparing for retirement

Looking Ahead – Work-life issues and frameworks for creating a legacy

Consulting Skills – In-depth, multi-day training on consulting with nonprofits

Encore Fellowships

An Encore Fellowship is a structured transitional assignment that matches skilled, experienced employees on sabbatical and soon-to-be retirees with social-purpose organizations. Encore Fellows take on roles that leverage their experience to deliver significant, sustained impact to their nonprofit host organizations.

During the fellowship period (six months full time or 12 months half-time), Encore Fellows:

- Earn a \$25K stipend
- Learn about and gain credentials in social-purpose work
- Develop a new network of contacts and resources for the future

Ways to Engage the Encore Fellowship Program

As an HR tool for retirement eligible populations. Provides HR sponsored “retirement benefit” as incentive to eligible employees.

First Step: Pilot the concept with your retirement eligible employees to gauge interest.

Corporate Philanthropy. Provide annual sponsorship for retirees or retirement eligible employees interested in social purpose.

First Step: Identify potential candidates to gauge interest and sponsor a pilot cohort.

Corporate Partners

Agilent Technologies
Cisco Systems
Goldman Sachs
Hewlett Packard
Intel Corp.
Keysight Technologies
Qualcomm



Encore Fellowships: A “Win-Win-Win”

For the Employer

Provides a way to reward long term employees and demonstrate how the company values them by sponsoring them in a local nonprofit.

Helps attract new purpose-driven employees who value the company’s reputation for giving back and being innovative.

Provides an innovative tool to incentivize retirement-eligible employees to take steps towards a new stage of work.

Provides innovative incentive for younger and mid-career employees to stay longterm.

For the Employees

Provides a smooth transition path into social purpose work.

Addresses employee’s “fear of unknown” by providing a new identity and a new network.



For the Community

Builds upon current Corporate Social Responsibility programs by leveraging your investment in your most important asset, your highly-skilled workforce, to benefit your communities.

Provides nonprofits (including those you already support) low cost access to skilled, experienced talent to enhance organizational capacity.

Consulting

In 2015, ESC Consultants provided over 14,000 hours of support to nonprofits, a contribution valued at nearly \$2.5 million. Working in teams, they shared their expertise with hundreds of nonprofit professionals, enabling each organization they worked with to better fulfill their missions.



A few examples of ESC's impact in the nonprofit community:

- Through our work with Brockton Area Multi-Services, Inc. we **helped the organization's leadership work more effectively** to provide valuable services to children, adults, and families with developmental disabilities, traumatic brain injuries, behavioral health challenges, and public health needs.
- Our Consultants helped Commonwealth Compact, an organization dedicated to establishing Massachusetts as a uniquely inclusive, honest, and supportive community of diverse people, **build consensus around changes in funding streams, leadership roles, and organization structure.**
- ESC has been involved with Seeding Labs from its infancy, helping update their initial business plan to adapt to changes in the market and evolving opportunities. Four years later we were asked back to help Seeding Labs respond to USAID's interest in the program, crafting a funding proposal for "explosive growth". USAID support in hand, we returned this year to help **strategically grow the staff to meet the organization's ambitious new goals.**
- Over the past 18 months, ESC Consultants have worked with Community Outreach Group for Landscape Design to **provide support around governance, strategic planning, marketing, and fundraising**, helping the organization move through a leadership transition to emerge stronger and better prepared to execute its mission.

“ I cannot say how grateful I am to our ESC Consultants for getting us through a set of transitions so gracefully and effectively.

Sally Muspratt, *President Emeritus*
Community Outreach Group for Landscape Design

Consulting

Consulting with ESC allows senior professionals an opportunity to give back using the skills they developed throughout their career. Working on teams, consultants draw on their experience and expertise to help nonprofits find solutions to a wide range of complex issues such as

- Strategic Planning
- Marketing
- Organizational Development
- Facilitation
- Human Resources
- Finance
- Governance
- Strategic Partnerships
- Fundraising
- Business Planning
- Mergers
- Contracts

“I continue to learn from my fellow ESC Consultants and from my experience working with a wide variety of clients with compelling missions. I have developed a deep appreciation for the contribution of nonprofit organizations to the betterment of society, and respect for the commitment and tireless efforts of the individuals who support them.”

John Woodard, *Consultant*

ESC works carefully to place consultants on projects that match their experience, interests, availability and geography. Teams are crafted with an eye towards creating a dynamic group of peers that can work together to help the client to succeed.

New consultants attend a series of Core Courses (Orientation, Consulting Skills, Nonprofit Governance and Nonprofit Finance) and are invited to join seasoned consultants at monthly lunch workshops.

Recent Clients

Acton TV	Family Continuity	Nichols House Museum
Arlington Food Pantry	Framingham Public Schools	North Shore Community Action Program
Brockton Area Multi-Services, Inc.	Gore Place Society	Rebuilding Together Boston
Boston By Foot	Greater Marlboro Programs, Inc.	Seeding Labs
Boston Women's Fund	House of the Seven Gables	Talking Information Center
Boys and Girls Club of Boston	Institute of Professional Practice, Inc.	The House of the Seven Gables
Commonwealth Compact	Jane Doe, Inc.	Tufts Medical School Office of Development
Community Charter School of Cambridge	Johnnycake Center	United South End Settlements
Community Outreach Group for Landscape Design	Julie's Family Learning Program	US Green Building Council Massachusetts Chapter
Dreamfar High School Marathon	Kennedy Donovan Center	Victim Rights Law Center
Elizabeth Stone House	Lawrence CommunityWorks	WriteBoston
Essex County Greenbelt Association	More Than Words	Zoo New England

Caleb Loring Jr. Professional Development Institute

Named after ESC of New England's late founder, the Professional Development Institute offers workshops that dig deep into issues faced by nonprofits and offer solutions that attendees can take back to the office and implement with ease. In the past year, ESC Consultants presented to over 160 nonprofit professionals. Join ESC to provide new trainers on new topics.



Recent Workshops

Fundraising

Strategic Planning Using Appreciative Inquiry
The People Factor: Volunteers and Donors

Governance

Adjunct Boards: Leveraging Your Communities of Support
Board Development: Growing and Engaging a Stronger Board of Directors

Human Resources

Reversing & Preventing Employee Burnout
Succession Happens!: How to Effectively Manage Your Executive Succession

Marketing

Social Media is Changing the Way the Game is Played
The Right Message for the Right People: Crafting Messages to Support Your Work

Measurement

Getting Your Stories Straight: Using Narratives to Report Outcomes
What Difference are You Making? Developing and Measuring Outcomes

Presenting

Increasing Your Star Power: How to Shine in your Career
Presenting for Professionals

Recent Funders

BNY Mellon
Bristol County Savings Bank
Citizens Bank
Liberty Mutual
United Way of Massachusetts Bay

“ This was an inspiring workshop. It gave me a great understanding of the topic at hand without being overwhelming!

“ I thought the workshop was wonderful – fast paced and informative with a bit of good humor. Thank you!