



Executive Service Corps  
of Chicago

# ANNUAL REPORT 2007



*experience.solutions.change.*



## Our Mission

ESC's experienced and trained volunteer consultants strengthen nonprofit organizations across the greater Chicago area by bringing them leadership, management and governance skills that are critical to the growth and sustainability of the nonprofit sector.

## Core Values

We believe that

- Community services provided by nonprofits, schools and governments are critically important to the quality of life in our society
- Understanding the needs of the community is paramount to our service to the community
- Integrity and honesty are foremost in everything we do
- Commitment to quality is central to all our activities
- Our volunteers are an invaluable source of knowledge, skills and experience
- Committed staff and sufficient resources are necessary to ensure the effectiveness of our volunteer force
- Diversity of cultures, gender, backgrounds and abilities is a strength that benefits our clients and us
- Continuous learning is essential to enhance the expertise of our volunteers and staff
- ESC volunteers and staff derive a high degree of personal satisfaction and fulfillment through their work



Executive Service Corps  
of Chicago

## Celebrating Our Experience

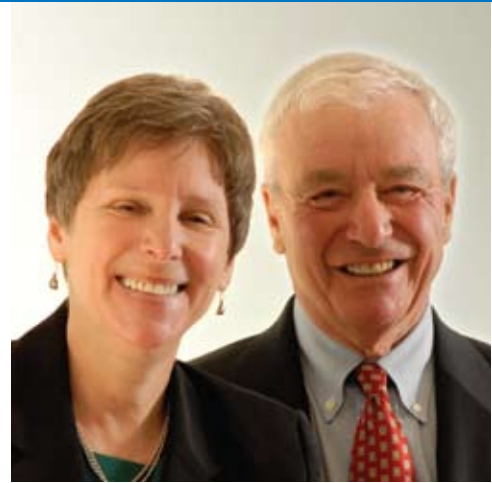
Experience is the essence of ESC and the backbone of all we do. Our work with nonprofits, educational organizations, and public agencies all across the six-county Chicago metropolitan area is centered on the decades of professional, personal, and leadership experience our volunteer consultants bring to their work.

Individually, each of our volunteers possesses the insights, knowledge, and expertise gained from their long careers in business, academia, public service and the nonprofit sector. This experience is all the more powerful when combined with that of their fellow volunteers, focused on a client project and benefiting from ESC's own experience of almost 30 years of providing solutions for the nonprofit sector.

As we prepare to celebrate three decades of service to the Chicago nonprofit community, we are delighted to share with you this look back on 2007. Thanks to the dedication of our volunteers, the commitment of our institutional and individual donors, and excellent collaboration with our partner organizations, it was a year of tremendous progress for ESC.

Among 2007's significant accomplishments:

- Our volunteer consulting teams worked with 140 clients from all across Chicagoland on 168 projects, building stronger organizations so that they are better able to deliver high-quality programs to the people and communities they serve;
- Our Board of Directors approved a new three-year Strategic Plan which has energized volunteers and staff, set new goals for our ongoing progress, and established our vision as we honed our mission statement; and
- The state of our financial and program operations continues to be strong.



It was indeed a great year for ESC. And with 2008, our 30th Anniversary Year, on track to be just as busy and successful as 2007, we invite you to discover more about ESC and what Experience means for us and for the organizations and people we serve.

ELLARD PFAELZER, JR.  
Chair

MARCIA J. LIPETZ  
President & CEO

# ex·pe·ri·ence \ik-'spir-ē-ən(t)s\



‘Experience’ is a word that functions as a both a noun and a verb and one that covers lots of situations and uses. For Executive Service Corps of Chicago, it has a special and multi-dimensional significance. For us, ‘experience’ represents the means by which the present and the past come together to build for the future. Experience is both what we offer and what we gain from doing so; it very much is the essence of ESC.

## What We Have to Share

Our volunteer consultants bring decades of highly successful executive leadership to their ESC service. Coming from a broad range of professional, educational, and personal backgrounds, the women and men who work with our clients draw on their own diverse individual experiences in every facet of what they do for ESC and the organizations we serve.

Having led companies, managed employees, wrangled boards, mapped out marketing strategies and much

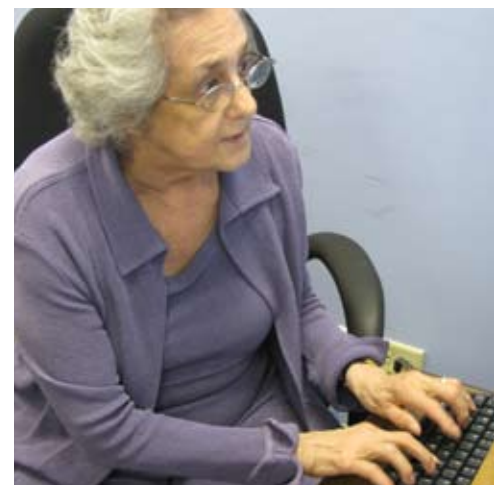
more, ESC volunteers know what it takes to creatively and effectively resolve challenges. They know how to energize teams and build morale, improve financial systems, develop communications strategies, plan for growth, and manage risks. What ESC’s volunteers have accomplished and how they have done so take the phrase “been there, done that” to a whole new level.

When Chicago-area nonprofits, educational organizations, and public agencies face a challenge and don’t know what to do, they can count on ESC’s immense pool of volunteer expertise in understanding, addressing, and resolving it. ESC provides clients with knowledge, strategies and tactics that build stronger, healthier organizations that can in turn provide the highest quality of programs for the people and communities they serve.

Each individual ESC volunteer brings their own professional and personal background and expertise to the projects on which they work. Thanks to our team approach, our clients also benefit from the collective experience of multiple volunteers and the vast institutional knowledge that ESC has gained from three decades of providing solutions.

## What We Learn & How

For ESC, much of what we know and the answers we provide come from working with clients. Just as



*“Experience is a hard teacher because she gives the test first, the lesson afterward.”*

VERNON SANDERS LAW  
Former pitcher, Pittsburgh Pirates



good listening is the fundamental hallmark of an effective problem-solver, learning from clients is an essential aspect of being a good capacity-building consultant.

Deepening and broadening our knowledge and skills is a commitment shared by every ESC volunteer consultant and staff member. Along with looking at our results and listening to our clients, we study best-practices from across the nonprofit and consulting sectors so that we can continually improve and expand the quality and impact of all that we do. Everything we learn from a client project factors back into our work with every client thereafter. For ESC, ‘continuous improvement’ isn’t just a slogan—it’s the way we work.

Our volunteers also learn from one another. A volunteer faculty leads every facet of ESC’s training and professional development program, where our consultants share their own on-the-job learning experiences with their fellow volunteers as they deepen their knowledge and abilities. ESC utilizes the remarkable power of peer-sharing and mutual encouragement with clients through opportunities like our Nonprofit Leadership Roundtables, where nonprofit leaders gain insight and abilities through facilitated peer-exchanges with their colleagues from other organizations.

## Who Gains from What We Learn

As impressive as the service numbers are (our 140 clients in 2007 together serve a population of over 900,000 area residents), the true impact of ESC’s work is even broader. While much of our work with client organizations is ‘behind the scenes’ and may not have an immediately noticeable effect on the people they

serve, ESC volunteer consultants lead our clients in strengthening their organizational and operational well-being, both short-term and over the long haul. This is where ESC has its strongest influence.

Working with ESC can open other new doors as well. Clients come to us with a wide range of challenges to overcome and problems to solve. Thanks to our team approach and our collective experience, when our clients work on resolving a particular issue with an ESC consulting team they often find themselves exploring new opportunities they might never have otherwise encountered. From launching new collaborative possibilities to re-imagining their ‘brand essence’ and much more, working with ESC opens many clients up to new ideas and approaches.

This value-added aspect of ESC client projects is just one reason our corporate, foundation, and individual donors support our work. The inherent value of an ESC project is not a dollar-per-dollar cost/benefit comparison, but rather the full range of benefits realized and opportunities opened that working with ESC can provide.

As one of our donors put it, “I support ESC because my buck doesn’t stop there...the work you do has great resonance all across the community.”



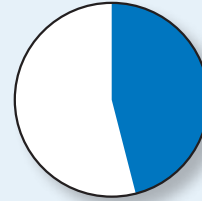
## 2007 Highlights

During the past year ESC recorded many important advances in the quality and impact of our services, our operational health, and our ability to support and develop an ever-increasing number of volunteers. Especially noteworthy were:

- Launch of the new Interim Executive Director service as a component of our Executive Transition Management practice and its recognition by The National Council on Aging as one of 12 “Models of Significant Service” for increasing civic engagement (out of more than 100 applicants from across the U.S.) Many of the initial class of 20 interims trained in November have already been working with clients;
- We added a total of 47 new volunteers to our ranks, exceeding our goal for the year and expanding the professional, technical, gender, and demographic diversity of our now more than 250 volunteers;
- More than half of the new volunteers welcomed in 2007 are women, and a growing number come from diverse ethnic/cultural backgrounds;
- Our ongoing collaborations with the ArtsWork Fund for Organizational Development, the Springboard Foundation, Howard Brown Health Center, the Michael Reese Health Trust, the Lake County Community Foundation, and other key partners are creating more opportunities for area organizations to benefit from working with ESC;
- Earned income from client project fees exceeded our budget projections, important for both our bottom line and for underscoring the reach and value of our impact; and
- Contributed income was similarly strong. The generosity of our corporate and foundation funders, individual donors, and volunteers themselves not only fulfilled our goals but also enabled us to replenish cash reserves in keeping with our board-mandated policy.

## Overview of 2007 projects

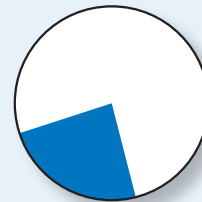
168 projects, by practice area



**46%**

**GOVERNANCE (77)**

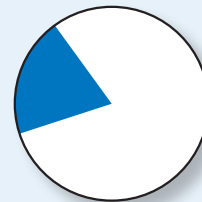
Board Development & Training  
Strategic Planning  
Fund Development  
Endowment Planning



**24%**

**MANAGEMENT & OPERATIONS (41)**

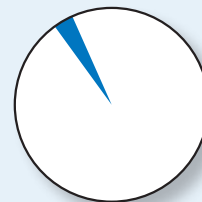
Marketing and Communications  
Human Resources  
Finance  
Operational Review Analysis  
Organizational Assessment  
Facilities Planning  
Systems & Information Management



**20%**

**LEADERSHIP (33)**

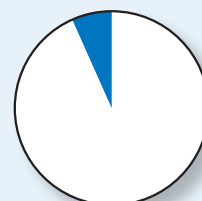
Executive Coaching  
Team Coaching  
Leadership Roundtables



**3%**

**ORGANIZATIONAL TRANSFORMATION (5)**

Executive Transition Management  
Mergers & Consolidations  
Succession Planning



**7%**

**SPECIAL PROJECTS (12)**

Volunteer Partnerships  
Training Sessions  
Workshops

## 2007 Clients

ESC client organizations continued to diversify in type, size, geography, and communities served. From social service agencies in the south suburbs and theater companies in Uptown to groups working with the developmentally disabled in Pilsen and park districts from Gurnee to Oswegoland and everywhere in between, ESC was on the job. Our volunteer teams led these remarkably diverse clients to build stronger infrastructures, develop quality staff and board leadership, ensure their sustainability, and plan effectively for their futures. Client satisfaction with their ESC projects continued to be excellent.



Action for Healthy Kids  
Adler School of Professional Psychology  
AIDSCare, Inc.  
American Committee for KEEP  
American Indian Health Service of Chicago  
American Veterinary Medical Foundation  
Anderson Animal Shelter  
The ARK  
Association of Educational Therapists  
Association of Professional Chaplains  
Aurora Historical Society  
Aurora Public Library  
Batavia Park District  
Beacon Therapeutic and Diagnostic Treatment Center  
Bear Necessities Pediatric Cancer Foundation  
Belle Center of Chicago  
Bethel New Life, Inc.  
Bosnian & Herzegovinian American Community Center  
Brand New Beginnings  
Career Resource Center  
Carol Stream Park District  
Chicago Abused Women Coalition (CAWC)  
Chicago Appleseed Fund for Justice  
Chicago Architecture Foundation  
Chicago Charter School Foundation  
Chicago Global Donors Network  
Chicago Jazz Philharmonic  
Chicago Metropolitan Battered Women's Network

Chicago Ministry Development Network  
Chicago National Association of Dance Masters  
Chicago Public Schools, Department of Education-to-Careers  
Chicago Public Schools, Office of New Schools  
Chicago SCORES  
Chicago Youth Centers  
Child Care Association of Illinois  
CircEsteem  
Circle Family Care  
City of Chicago, Department of Public Health  
Cluster Tutoring  
Community House of Hinsdale  
Community Nutrition Network  
Cornerstone Academy Corporation for Supportive Housing  
Robert Crown Center for Health Education  
Des Plaines Community Senior Center  
Des Plaines Park District  
Dime Child Foundation  
Domestic Violence Legal Clinic  
Downtown Oak Park  
DuPage Library System  
El Valor Corporation  
Elgin Recreation Center / God's Gym  
Emergency Fund  
Emmaus Ministries  
Erie Family Health Center  
Erie Neighborhood House

Esperanza Community Services  
Family Service & Mental Health Center, Oak Park / River Forest  
Franciscan Outreach Association  
Free People's Clinic, St. Basil's Health Service  
Friedman Place  
Fulcrum Point New Music Project  
Garfield Park Conservatory Alliance  
Glencoe Park District  
Golden Apple Foundation  
Grandfamilies Program of Chicago  
Gurnee Park District  
Harmony Foundation Inc.  
Harold Washington College  
HealthReach Clinic  
HealthWorks Theatre  
Helen M. Plum Memorial Library  
Highland Park Historical Society  
Hinsdale Community Service  
Holy Adventures  
Housing Action Illinois  
Hudson Academy Foundation  
Hyde Park Neighborhood Club  
Illinois Coalition for Immigrant & Refugee Rights  
Illinois Environmental Council  
Illinois Network of Charter Schools  
Independent Positive Living Under Supervision  
Inner Voice, Inc.

International Society for Prevention of Child Abuse & Neglect  
Jobs for Youth, Chicago  
Joel Hall Dance Center  
King-Bruwaert House  
LaGrange Public Library  
Lake County Community Foundation  
Lake Forest / Lake Bluff Historical Society  
LaSalle Education Network  
Lawyer's Committee for Better Housing  
Legacy Leadership/Mather LifeWays  
Lugenia Burns Hope Center  
Meals at Home  
Metro Seniors in Action  
Midwest Energy Efficiency Alliance  
Morton Grove Public Library  
Myasthenia Gravis Foundation of Illinois  
Naperville Park District  
National Alliance on Mental Illness, Cook County & North Suburban  
New Age Services Corp.  
North Berwyn Park District  
Northern Suburban Special Recreation Association  
Northwest Side Housing Center  
Notre Dame High School for Girls  
Open Arms Mission  
Oswegoland Park District  
Pegasus Players  
Play for Peace  
Plum Landing Retirement Community  
Pui Tak Center  
Ragdale Foundation

Reconciling Ministries Network  
Recovery, Inc.  
Samaritan Counseling Center  
Sarah's Circle  
SCORE  
Seniors Action Service, Inc.  
Senn High School, Chicago  
Shorefront  
Siragusa Foundation  
SouthStar Services  
Spertus Institute of Jewish Studies  
Springboard Foundation  
St. Charles Singers  
St. James Catholic Church, Chicago  
St. Matthew's Catholic Church, Schaumburg  
Strategic Learning Initiatives  
Streamwood Park District  
Streeterville Organization for Active Residents  
Sunshine Gospel Ministries  
Turning Point Behavioral Health Care Center  
Voice of the Retarded  
Wheaton Christian Grammar School  
You Can Make It  
Young Men's Educational Network  
Youth Guidance  
Youth Service Project, Inc.  
Youth Technology Corps

# Financial Report

Statement of Support and Expenditures for the year ending December 31, 2007 and 2006.

Revenues	2007	2006
Foundations	\$ 348,650	\$ 273,983
Corporations	79,275	87,524
Volunteers & Individuals	176,519	153,473
Services Contributed by Volunteers	3,819,982	3,574,841
Less Services Delivered by Volunteers	(3,819,982)	(3,574,841)
Allocated from/(to) Reserves	(70,901)	(14,113)
Consulting Fees	369,349	321,067
Federal Subcontract	86,396	103,392
Other Fees	32,512	17,688
Interest	108,332	76,694
Other	2,061	216
	<u>\$ 1,132,193</u>	<u>\$ 1,019,924</u>
Expenses	2007	2006
Program	675,858	656,118
General Administrative	456,335	363,806
	<u>\$ 1,132,193</u>	<u>\$ 1,019,924</u>

In addition, \$300,947 was contributed to the Endowment Fund in 2007. The market value of Endowment net assets as of December 31, 2007 is \$3,156,328. \$732,189 of this balance is invested with The Chicago Community Trust and the remainder with USF Advisors, LLP. Only income from the Endowment Fund is available to support ESC operations. In 2007, this amounted to \$101,178.

Administrative volunteers contributed 17,706 hours in 2007 and 13,322 hours in 2006 that were not included in these figures because of the difficulty in determining market value.

The financial numbers provided in this report have been audited by Scanlon & Mathers LLP.

## In-Kind Contributions

Al Borenstine	Bill Cospier	Hometown Investments LLC	NBC5 Studios	Juan and Leticia Santillán
Anonymous	Alice Cottingham	Hubbard Street Dance Chicago	Northern Trust Corporation	Peter R. Sawers
Arthur Murray	DLA Piper US LLP	Marshall M. Jacobson	Donald W. Nylin	Serendipity Province & Co.
Dance Studios	David and Toni Dunning	Frank M. James	Erik and Deborah Oiler	Stephans Voit Oiler
Atwood Café	Jerald and Ellen Esrick	The Joffrey Ballet	Ellard Pfaelzer, Jr.	Van Liew Institutional Consulting Practice at Merrill Lynch
Baker & McKenzie	Jessica T. Feldman	Kiki's French Bistro	Dan and Nancy Pollack	Steppenwolf Theatre Company
Blair Capital Management	Food for Thought	Illinois State Senator Dan Kotowski	Ravinia Festival	Phyllis Tabachnick
Carol's Cookies	Norman W. Garn, D.D.S., M.S.	Eleanor Shanahan Kovac	Meena Razvi	Katie Terrazas
Cedille Records	Corliss V. Garner	John Kroening	Redmoon Theater	Louise and Dean Trafelet
Chicago Department of Cultural Affairs	Jacqueline Gilbert	Marcia J. Lipetz	Reed Smith LLP	Richard Voit
Chicago Fire Soccer	Goodman Theatre	Macy's Walnut Room Restaurant	Barbara Reynolds	Berthold and Barbara Weller
Chicago Game & Gourmet	Deborah P. Gundersen	Geoffrey McClelland	Matt and Ruth Rodriguez	William E. Whitney
Chicago White Sox	David Schreiber,		John and Audrey Rosenheim	
	Heritage Travelware, Ltd.		Ralph W. Rydholm	

*"Each of us brings to our job, whatever it is, our lifetime of experience and our values."*

SANDRA DAY O'CONNOR  
Retired Associate Justice, U.S. Supreme Court

# Supporters

## Community Donors

### \$20,000 or more

The Chicago Community Trust

The Field Foundation of Illinois

The McCormick Foundation

National Council on Aging

Polk Bros. Foundation

Michael Reese Health Trust

The Whistler Fund / Mr. and Mrs. Lawrence Howe

### \$10,000–\$19,999

Arie & Ida Crown Memorial

Henrietta Lange Burk Fund

Bowman C. Lingle Trust

Merrill Lynch

The Mayer & Morris Kaplan

Family Foundation

Elizabeth Morse

Charitable Trust

### \$5,000–\$9,999

Anonymous

The Beré Foundation

Helen Brach Foundation

D & R Fund

Dr. Scholl Foundation

Exelon Corporation

Harris Bank Foundation

Illinois Tool Works

Foundation

The Lake County Community Foundation

Morrow Charitable Trust

Morton Salt /

Rohm and Haas

The Northern Trust

Company

Nuveen Investments

Barbara and Barre Seid

Foundation

Irvin Stern Foundation

Stuart Family Foundation

### \$2,500–\$4,999

AMSTED Industries

Foundation

AT&T

William Blair & Company

Patrick and

Anna M. Cudahy Fund

Gallagher Asphalt Corp.

Elizabeth S. Guenzel

Charitable Trust

Malott Family Foundation

National City Bank

Daniel F. and

Ada L. Rice Foundation

USG Foundation, Inc.

### \$1,000–\$2,499

326 South Wells

Corporation

Alcoa

Blum-Kovler Foundation

Ceres Foundation

Chicago Board Options

Exchange

George C. Dodge

Foundation

Elkay Manufacturing

Company

Harris Bank Foundation

Matching Gift Program

Robert Kohl

The Levy Organization

Otto W. Lehmann

Foundation

John and Martha Mabie

Geraldi Norton Foundation

Dr. and Mrs.

Myron E. Rubnitz

Segall Bryant & Hamill

Barbara Stanley

Sulzer Family Foundation

Univar USA / ChemCentral

Corporation

VISANOW.COM, Inc.

Stephen R. Wilson

### \$500–\$999

Anonymous

A. Epstein and Sons

International, Inc.

Robert D. Appelbaum /

Appelbaum Family

Foundation

Bank of America

Foundation Matching Gifts

Helen Brach Foundation

Matching Gift Program

Patricia and Albert C.

Buehler, Jr. Foundation

Front Barnett

Associates LLC

GLS Corporation

Howard Gilbert

Illinois Tool Works

Matching Gift Program

Jocarno Fund

Mr. and Mrs.

Harrison I. Steans

Mr. and Mrs.

Edward S. Weil, Jr.

### \$250–\$499

Franklin A. Cole

Melissa L. Dickson

J.B. Charitable Trust

Judith Neisser

James J. O'Connor

Mr. and Mrs. Thomas Pick

Ruder Finn, Inc.

ShoreBank Corporation

Stepan Company

Edward F. Swift, III

### \$100–\$249

Anonymous

Aileen S. Andrew

Foundation

Association of

Educational Therapists

Esther and John Benjamin

RR Donnelley & Sons Co.

Matching Gift Program

Robert K. and

Nancy D. Deutsch

Feitler Family Fund

First Bank & Trust

of Evanston

Terry and Judy Harris

Philip Wayne Hummer

Joel M. and Jill R. Hurwitz

Robert S. Ingersoll

Aaron L. Lebedow

Mr. and Mrs. James Marks

Richard D. Mills

J. Clifford Moos

Mr. and Mrs. Joseph Moos

PepsiCo Foundation

Gordon and Claire Prussian

Henry H. Rodkin

Jackie and David Rosenheim

Phyllis Schroeter

Mr. and Mrs.

Charles P. Schwartz, Jr.

Sleepeck Printing Company

Mr. and Mrs.

Edward J. Spiegel

Paul A. Steinbrecher

Mr. and Mrs. Joseph Weil

Wineman Charitable

Foundation

## ESC Volunteer and Staff Donors

### \$10,000 or more

Morris A. Kaplan and

Dolores Kohl Kaplan

Bert and Barbara Weller

### \$5,000–\$9,999

Jacqueline Gilbert

Peter R. Sawers

Arnold R. Wolff

### \$2,500–\$4,999

Mark Crane

John C. Jadel

Ellard Pfaelzer, Jr.

John H. Rosenheim

Carolyn O. Rusnak

Jack D. Tovin

### \$1,000–\$2,499

Rosalie A. Bonar

Paul Brenner

Thomas B. Case

Raymond M. Champion, Jr.

William Crane

David W. Dunning

Matthew A. Gelbin

Robert J. Greenebaum

William P. Hall

Robert S. Houston

Walter H. Kerr

Lawrence E. Klinger

Muriel N. Lederer

Marcia J. Lipetz

Richard J. Loewenthal

Ernest Mahaffey

Irl H. Marshall

William W.N. McLeod

Louis J. Pedicini

William P. Peters

Mark Pollack

Ralph W. Rydholm

R. Michael Shehorn

Toni S. Smith

Jules N. Stiffel

Phyllis Tabachnick

Ron Tevonian

Michael A. Thompson

Louise Trafelet

Kristina Van Liew

Robert E. Vanden Bosch

Monroe C. Walton

William E. Whitney

Betty J. Wiener

R. James Young, Jr.

### \$500–\$999

John A. Bacon, Jr.

Richard Basofin

James A. Brandt

Nelson L. Carter

Robert E. Chamberlain

Louis E. Chappuie

Joe E. Clark

Bill Cosper

Thomas W. Coyle

William P. Drewry

Burton V. DuBoe

Wendy L. DuBoe

George C. Fanning

Geraldine K. Fiedler

Corliss V. Garner

John N. Hackett, M.D.

David C. Hawley

Raymond F. Hillson, M.D.

Brian Horwood

Edward F. Huskisson

Marshall M. Jacobson

Burt B. Lasko

William L. Loving

Geoffrey McClelland

Michael P. Mulqueen

Thomas Read

Matt L. Rodriguez

Sam H. Saran

Howard A. Sulkin

Michael J. Svoboda

### \$250–\$499

Lester J. Blair

Edward A. Bruzewicz

Frank J. Burns

Richard G. Clemens



John C. Donaker, Jr.  
William M. Doyle  
Jerald P. Esrick  
Raymond W. Gass  
J. Stanley Graves  
Deborah P. Gundersen  
Estelle S. Holzer  
Eleanor Shanahan Kovac  
George Krafcsin  
John Kroening  
Robert J. Lipsig  
Robert T. Matthei  
John B. Mayer  
Robert J. Mazza  
Patsy J. Mellott  
Lily L. Ogden  
Pamela J. Pound  
Charles J. Powers  
Walter S. Roth  
Edna J. Schade  
Barron W. Schoder, Jr.  
Patricia Sharpe  
Frank J. Waldeck  
Richard H. Watson  
Dennis A. Zavac and  
C. Elizabeth Howland

### \$100–\$249

Douglas R. Aden  
Harold A. Bergen  
James F. Bernard  
Gordon F. Bieberle  
Heidi K. Biederman

J. Donald Biehl  
H. Constance Bonbrest, M.D.  
Al Borenstine  
William D. Broderick  
Robert E. Buecker  
Leon A. Carrow, M.D.  
Gastone G. Celesia, M.D.  
Josie Childs  
Frank E. Dalton  
Charles A. Davis  
Edward M. Drucker  
John F. Farr, Jr.  
Nancy Fuhrman  
Evan Freund  
Nancy Garn  
Emile J. Garneau  
Andrew S. Ginocchio  
Jackie Gnepp  
David M. Goldberg  
Michael G. Gorman  
Howard A. Graening  
Richard A. Greenberg  
Guy W. Gunzberg  
Lester E. Hammar  
Thomas W. Heynen  
Ronald K. Holmberg  
Joan S. Huening  
Robert G. Jennings  
Nicholas Julian  
Catherine Knotts  
Frank A. Kreuz  
Nancy Levner  
Myron S. Levy

H. Kenwood Lewis  
David A. Lieberman  
Marjorie W. Lundy  
Sherwin J. Malkin  
Norman Matson  
Joseph P. McFadden  
Joseph G. Meehan  
Annie Moldafsky  
Kirk Mueller  
Thomas G. Murray  
Donald W. Nylin  
Audrey R. Peeples  
Cy Peiser  
Vincent J. Pelletieri  
Hadley C. Pihl  
Jerry C. Pinney  
James M. Ratcliffe  
Mary Ann Remus  
H. Zane Robbins  
Irwin Ross  
Marcia P. Saper  
Donnell J. Schwarz  
Howard B. Silverman  
Jacqueline D. Smith  
Kenneth B. Smith  
Martin H. Snitzer  
Alan Stone  
John W. Straub  
Katie Terrazas  
Glenn O. Torgerson  
James H. Weiss  
John W. Wilson

## 2007 Gifts to the Endowment

ESC is deeply grateful for the \$411,061 in contributions to the Swift Fund of the Endowment made in 2007. These included testamentary and lifetime gifts from Legacy Corps members along with other direct gifts to the Endowment. Contributions to the Endowment in 2007, aside from Legacy Corps payments, came from:

William P. Drewry  
Estate of E. Stanley and  
Calista Enlund

Charles W. Lake, Jr. Trust  
Estate of Mary Lou Swift

## In Memoriam

ESC salutes the memory and dedication of the following Volunteers, Board Members, Life Directors, and Friends who passed away since our last Annual Report. We deeply appreciate their commitment to ESC and the clients we serve.

### Volunteers

Bernard H. Baum  
Prem Chawla  
Frank E. Dalton  
Robert V. Guelich  
Robert Jeffers  
Harry L. Judd  
Edward R. Klamm  
Irl H. Marshall  
Sidney H. Paige

Iris Rose Gibson Ruffing  
Mary-jane R. Snyder  
Arnold Wolff

### Board Members and Life Directors

Kenneth B. Smith  
E. Norman Staub

### Friends

Calista Enlund

## The Legacy Corps

The Legacy Corps is ESC's recognition society for those volunteers, their families and other friends of ESC who have made lifetime gifts of \$10,000+ and/or gifts in their estates of \$25,000+ to the ESC Endowment. The generosity and commitment of the Legacy Corps members is a key ingredient in ESC's long-term health and growth, and we welcome those new members who joined in 2007 (names in bold).

### Founder's Circle

\$250,000 or more lifetime gift, or  
\$500,000 or more deferred gift

Surma A. David  
Bill Drewry  
Charles W. Lake, Jr.  
The Swift Family

### Chairman's Circle

\$100,000–249,999 lifetime gift, or  
\$250,000–499,999 deferred gift

Robert E. Brooker  
John C. and Louise S. Jadel

### President's Circle

\$50,000–99,999 lifetime gift, or  
\$100,000–249,999 deferred gift

William P. Hall  
Philip and Ethel Klutznick  
Joann S. Rasmussen  
Carl and Barbara Stanley

### Board Circle

\$25,000–49,999 lifetime gift, or  
\$50,000–99,999 deferred gift

R. Neal Fulk  
Howard C. Morgan  
Robert and  
Evelyn Nottelmann  
Arnold Wolff

### Member Circle

\$10,000–24,999 lifetime gift, or  
\$25,000–49,999 deferred gift

Anonymous  
Winston C. Black, Jr.  
Joseph L. Block  
Mrs. Joseph L. Block  
**James A. Brandt**  
Edward A. Bruzewicz  
Nelson L. (Lin) Carter  
Robert and  
Patricia Chamberlain  
Bill Cospier

Mark Crane  
E. Stanley Enlund  
George and Helen Fanning  
Charlotte E. Fiechter  
Mr. and Mrs.  
Matthew A. Gelbin  
Jacqueline and  
Howard Gilbert  
Jerome S. Gore  
Lawrence W. Gougler  
Bob Greenebaum  
Les Hammar  
Susan and Bob Houston  
Bill Ingram  
Lucile Ish  
John C. Jadel  
Morris A. Kaplan  
Mr. and Mrs.  
Paul J. LaFreniere  
Marcia J. Lipetz  
Richard Loewenthal

William L. and  
Helen K. Loving  
Frederick A. Luecker  
Robert P. Mayo  
William W.N. McLeod  
Jessalyn M. Nicklas  
Harland W. Oates  
Dorothea J. Osbay  
Claude and Annette Peck  
Louis J. Pedicini  
Bill Peters  
Alice S. Pfaelzer  
Ellard Pfaelzer, Jr.  
Betty C. Reneker  
John H. Rosenheim  
Norman Ross  
Ralph W. Rydholm  
Sam H. Saran  
Mrs. Arthur Sawers  
Mary and Peter Sawers  
**Frank B. Schnierow**

Donald G. and  
Phyllis H. Schroeter  
Patricia L. Sharpe  
Karen A. Sims  
Linus O. Smith  
**Jules N. Stiffel**  
Alan Stone  
A. Dean Swift  
Mrs. Mary Lou Swift  
Phyllis Tabachnick  
Richard L. Thomas  
Robert Vanden Bosch  
Dey W. Watts  
Barbara and Bert Weller  
Bill and Nancy Whitney  
Robert H. Wilson  
Dennis A. Zavac  
and C. Elizabeth Howland  
Frank R. and  
Faye M. Zimmerman

## Board of Directors

### OFFICERS

#### Chair

**ELLARD PFAELZER, JR.**  
Chairman Emeritus  
The Brass Company

#### Immediate Past Chair

**MARK CRANE**  
Of Counsel  
Foley & Lardner<sup>1</sup>

#### Vice Chair

**JAMES A. BRANDT**  
Vice President & General  
Manager  
Zurn Industries, Inc.,  
Marland Clutch Division

#### Vice Chair

**DAVID W. DUNNING**  
Principal  
Legg Mason Investment  
Counsel<sup>1</sup>

#### Vice Chair

**JACQUELINE GILBERT**  
Director of Education  
The Rosenwald School

#### Vice Chair

**JOHN KROENING**  
Senior Vice President &  
Management Supervisor  
Campbell Mithun Esty  
Advertising Agency

#### Vice Chair

**MURIEL N. LEDERER**  
Senior Marketing Manager  
Arthur Andersen & Co.

#### Secretary

**JACK D. TOVIN**  
Group Vice President & Director  
Container Corporation of  
America

#### Treasurer

**ROBERT E.  
VANDEN BOSCH**  
Senior Partner  
Harris Investment Management

#### General Counsel

**RICHARD S. HOMER<sup>2</sup>**  
Of Counsel  
DLA Piper

### DIRECTORS

#### LESTER J. BLAIR

Chief Investment Officer  
Blair Capital Management, Inc.<sup>1</sup>

#### JOSIE CHILDS

Department of Cultural Affairs  
City of Chicago

#### CORLISS V. GARNER

Vice President,  
Small Business Banking  
Harris Bank<sup>1</sup>

#### WALTER H. KERR

President  
Harper Wyman Company

#### MICHAEL P. MULQUEEN

Executive Director  
Greater Chicago Food  
Depository

#### AUDREY R. PEEPLES

Chief Executive Officer  
YWCA of Metropolitan Chicago

#### MATT L. RODRIGUEZ

Superintendent of Police  
City of Chicago, Police  
Department

#### RALPH W. RYDHOLM

CEO and Director  
EURO RSCG Tatham

#### KENNETH B. SMITH<sup>3</sup>

Senior Fellow  
The Chicago Community Trust

#### TONI S. SMITH

Partner  
Spencer Stuart

#### JULES N. STIFFEL

Chairman  
The Stiffel Company

#### ALAN STONE

Senior Vice President  
Stone Container Corporation

#### PHYLLIS TABACHNICK

Managing Director  
Bear, Stearns & Co., Inc.<sup>1</sup>

#### RON TEVONIAN

Director  
Network Systems R&D  
Bell Labs / AT&T

#### KRISTINA VAN LIEW

First Vice President  
& Institutional Consultant  
Merrill Lynch Private Banking  
and Investment Group<sup>1</sup>

## Life Directors

#### ARNOLD M. BERLIN

Chairman  
Norlin Music, Inc.

#### JAMES J. BRICE

Senior Partner  
Arthur Andersen & Co.

#### NELSON L. (LIN) CARTER

Scout Executive  
Boy Scouts of America

#### ROBERT E. CHAMBERLAIN

Executive Vice President  
St. Paul Federal Bank for Savings

#### ROBERT M. DREVS

Chairman  
Peoples Energy Corporation

#### ROBERT J. GREENEBAUM

Treasurer  
Inland Steel Industries, Inc.

#### WILLIAM P. HALL

Executive Vice President  
Duff & Phelps, Inc.

#### EDWARD F. HUSKISSON

Senior Vice President  
Swift & Company

#### LUCILE ISH

Director of Office for Civil Rights  
U.S. Department of Health  
and Human Services

#### JOHN C. JADEL

President, Akzo America

#### MORRIS A. KAPLAN

Chairman Emeritus  
Sealy Incorporated

#### LAWRENCE E. KLINGER

Vice President of Quality  
Assurance/Regulatory Services  
Swift-Eckrich

#### HOWARD C. MORGAN

Senior Midwest Executive  
Citibank

#### JOANN S. RASMUSSEN

ESC Board, Founding Member

#### JOHN H. ROSENHEIM

Chairman  
Universal Training Systems, Co.

#### NORMAN ROSS

Senior Vice President  
of Community Affairs  
First Chicago NBD Corporation

#### SAM H. SARAN

Assistant to Chairman  
& Director of Corporate  
Communications  
Inland Steel Industries, Inc.

#### PETER R. SAWERS

Vice President  
Towers Perrin

#### E. NORMAN STAUB<sup>4</sup>

Chairman  
Northern Trust Company

#### BARBARA WELLER

Not For Profit Consultant

#### BERTHOLD L. WELLER

Vice President, Engineering  
McDonald's Corporation

#### WILLIAM E. WHITNEY

Chairman  
Ogilvy & Mather Chicago

#### DENNIS A. ZAVAC

President  
Executive Service Corps of  
Chicago

ESC wishes all the best to  
two former long-time staff  
members who retired in 2007:

#### JUDITH HARRIS

Vice President, Finance  
& Administration

#### DOLORES HOFMANN

Bookkeeper

## ESC Staff

### EXECUTIVE MANAGEMENT

**MARCIA J. LIPETZ<sup>2</sup>**  
President & CEO

**MARY ANN REMUS**  
Executive Administrator

### CONSULTING & PROFESSIONAL DEVELOPMENT

**NANCY FUHRMAN**  
Vice President, Consulting

**THERESA L. COLLINS**  
Consulting Manager

**YVETTE S. SCHMIDT**  
Volunteer Resources Manager

**KATIE TERRAZAS**  
Program Coordinator

### FINANCE, INFORMATION & ADMINISTRATION

**ANDREASON L. BROWN**  
Vice President, Finance,  
Information  
& Administration

**ANDRÉ LODRÉE**  
Finance/IT Assistant

**PEGGY BRITTMAN**  
Receptionist

### DEVELOPMENT & EXTERNAL RELATIONS

**BILL COSPER**  
Vice President, Development  
& External Relations

**ALBA SANTILLÁN**  
Development Coordinator

**JOAN S. HUENING**  
External Relations Coordinator

**IAIN WHITAKER**  
External Relations Associate

<sup>1</sup> current affiliation

<sup>2</sup> ex officio director

<sup>3</sup> deceased February 2008

<sup>4</sup> deceased January 2007

## ESC STAFF



# ex·pe·ri·ence

*ESC helped us focus on specific program needs...to identify and prioritize our needs and develop strategies to address them...Everyone on the team was an expert in their area.*

— Urban High School, Strategic Planning Client

*Our board now functions on a team basis instead of as individuals. They recognize that skill development and the direct use of those skills is the key to achieving the goals they have set. The ESC team was focused, sensitive to board personalities, and results driven.*

— Suburban Public Library, Board Development Client

*ESC provided us crucial insights on the elements we needed to consider in launching a new business unit for our organization. We had not developed a Business Plan prior to this...and we had no pre-existing models or experience...ESC's expertise and assistance provided us the needed knowledge to do it.*

— Child Welfare Service Organization, Organizational Assessment Client

*The ESC team was diligent, skilled, and knowledgeable...they listened carefully to what we needed and were exceptional in terms of their professionalism, constructive criticism, being accountable [and] supportive.*

— Elder-Care Provider, Board Development & Finance Client

*We accomplished so much more than we had anticipated!*

— Family Development Agency, Board Development Client



Executive Service Corps  
of Chicago

25 East Washington, Suite 1500  
Chicago, Illinois 60602-1804

[www.esc-chicago.org](http://www.esc-chicago.org)

Non-Profit  
Organization  
U.S. Postage  
PAID  
Permit No. 7005  
Chicago, IL