



Executive Service Corps
of Chicago

Annual Report 2008

$e + s = c$

experience + *solutions* = change

30 Years of Solutions



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

Thirty Years Young

2008 was a milestone year for ESC on many levels, and as we look back on it, there is much of which we can be proud. Marking the Thirtieth Anniversary of our founding in 1978 was reason enough for a year-long celebration that took on many forms: celebrating our 30 years of solutions provided for people and communities all across our region. But, this past year meant much more than just an occasion for a party, or a round of self-congratulation—2008 marked great successes in advancing our mission, serving our nonprofit and public agency clients, and supporting the incredible volunteers who make what we do possible.

This past year, our now more than 270 volunteer consultants worked with 169 clients on 187 new and continuing projects, providing them with guidance, knowledge and insights to create the right solutions. Just as a good teacher enables students to learn how to succeed on their own, ESC enables our clients to take lessons learned and methods mastered to make positive change for themselves and those they serve. We equip our clients to resolve challenges, to learn from the process of doing so, and to sustain growth over time.

All across the metropolitan region, agencies and groups that provide vital services to people and communities that depend on them learned how to better identify, address and solve their challenges and problems through working with ESC. And as a result of their ESC projects, these client organizations helped build a better quality of life for more than 900,000 area residents. Having worked with ESC in 2008 helped make our clients all the better prepared for coping

with even more challenges in 2009 and beyond. This, above all else, is what makes us most proud.

These are extraordinary times, and they demand extraordinary efforts. The commitment of our supporters, the energy and generosity of our volunteers, and the hard work and investment of our clients are producing truly exceptional efforts to find solutions for many challenges. 2009 will be a very strenuous year for many nonprofits and public agencies, but making the right choices to survive now will enable them to thrive in the days and years ahead. With growing demands for their services and limited resources to meet them, ESC clients need the solutions we provide now more than ever.

We thank you for helping make that possible.

Gratefully,

Ellard Pfaelzer, Jr.
Chair

Kristina Van Liew
Chair Designate

Marcia J. Lipetz
President & CEO



Experience + Solutions = Change

Service is more than just our middle name: it is what we do. And providing solutions is the way in which ESC lives out what service means for us. Just as ‘Experience’ is the *Who?* of ESC, ‘Solutions’ are the *How?*

In a word, **Solutions** defines what it is that ESC literally does: we provide solutions.

The word ‘solutions’ is generally understood to refer to specific answers, mixtures, and functions. And ESC does very much help our clients grow by sharing new knowledge, ideas and skills. Many aspects of the services we provide directly create change, answer questions, and accelerate growth—these are very concrete responses to direct challenges and issues.

ESC consultants do provide some very direct solutions. One great example is our coaching practice. Utilizing the support and services of an ESC coach is itself a direct answer for agency leaders contending with major stress on themselves or their organizations. The coach provides a sounding board, a confidential listener and a source of renewing energy and focus at a critical juncture.

ESC provides direct solutions to specific challenges in many other ways as well. Our fund development consultants can provide training for boards of directors in soliciting contributed income, or can mentor a new fundraising staff member. ESC’s finance consultants can help assess an agency’s financial controls or translate disorganized financial statements into a format and language that staff and board can understand.

Similarly direct in outcomes, for some organizations experiencing a change in their top leadership our Interim Executive Director service has been the solution for their successful management of the change process. ESC’s highly experienced Interims provide nonprofits, their boards of directors, and their constituents with the skilled stewardship, calm stability and ‘breathing space’ to address organizational issues while selecting the next and best new leader.

But ‘solutions’ also refers to an aspect of our service that is a bit more abstract but no less important. The solutions we provide are also how we equip our clients with the methods and means to find workable, sustainable answers now and to keep finding answers in the months and years ahead. These types of solutions may not always be as direct as a literal answer to a specific question, and they’re never easy. But these solutions are always suggesting possibilities and pointing to new outcomes.

The process of working on an ESC project is intended to not only bring clients to resolution of their specific problem or challenge, but also to lead them to a deeper understanding of the many factors involved in creating or complicating the situation in the first place. More knowledge, greater insight, and broader awareness mean that the mistakes of the past are much less likely to be challenges in the future.

ESC **Solutions** address current challenges while pointing to future opportunities.

An ESC strategic planning project, for example, enables an organization to clarify its mission and vision, identify

current community and constituent issues, and find ways for the organization to address them. ESC guides this client to look at their current reality, while laying out the process for them to do better today and build for tomorrow.

In the same way, an ESC human resources project can help a client develop an effective performance-review process that replaces anxiety and uncertainty with confidence and solidity, transforming a staff culture from tension to teamwork. And that process continues long after the ESC consultants conclude their work on any given project.

We enable our clients to ask the right questions and find the right answers at the right times. Sometimes, an ESC solution is that new process, or perhaps new procedures, or even a totally new paradigm.

As one client put it, “You’re giving us the tools and **we’ll** finish the job.”

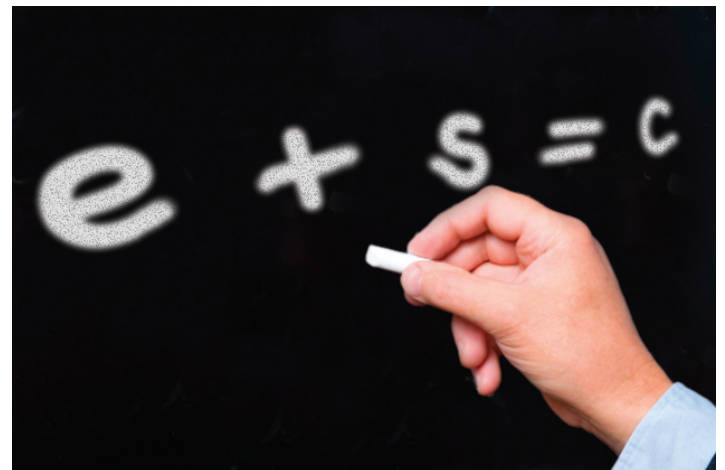
Whatever each individual client’s unique needs require, ESC provides that client with real solutions—the building-blocks of real change and sustainability, and a foundation for further learning and growing.

In the thirty years that ESC has been in service to the metropolitan Chicago region, the types of solutions we have delivered for clients have varied widely in their strategies and tactics—but not in their purpose. The outcomes of a given solution are the validation of it. ESC understands that getting it right makes all the difference. For the clients

we serve, many of whom are contending with tremendous pressures using ever more strained resources, getting it right at the right time is essential.

In the words of another recent client, “ESC could not have arrived at a better time. Our whole board became involved in the process as did many of our staff. It was a great way to expedite my learning curve and the results were embraced by all our stakeholders...we have a road map for moving forward...thank you for sending us a great team and for the outstanding results.”

ESC provides more than answers.
We provide **Solutions**.



2008 Clients

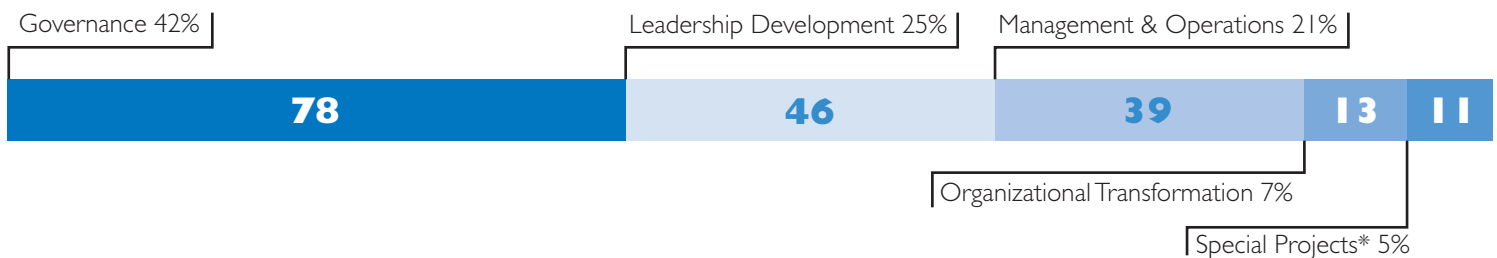
Abraham Low Self Help Systems/ Recovery, Inc.	Chicago Waldorf School	Housing Action Illinois	Polk Bros. Foundation
The Actors Gymnasium	Child Care Association of Illinois	Hudson Academy Foundation	Preston Bradley Center
Adler School of Professional Psychology	Christian Brothers of the Midwest	Hyde Park Neighborhood Club	Pui Tak Center
Alexian Brothers Bonaventure House	Christian Outreach of Lutherans	Illinois Children's Healthcare Foundation	Reconciling Ministries Network
All Saints Catholic Academy	City of Lake Forest	Illinois Conversation Foundation	Renaissance Social Services
Amandla Charter School	Climb for A Cause	Illinois Department of Human Services – Division of Alcoholism and Substance Abuse	Resolution System Institute
American Committee for KEEP, Inc.	Cluster Tutoring	Illinois Network of Charter Schools	Resurrection Project
American Veterinary Medical Foundation	College Bound Opportunities	I-PLUS	Richard H. Driehaus Foundation
Anderson Animal Shelter	Common Threads	Infant Welfare Society of Evanston	River North Association
Art Encounter	Community Counseling Centers of Chicago	Institute of Medicine of Chicago	Robert Crown Center for Health Education
Art Resources in Teaching	Community Resources for Education and Wellness	Interfaith House	Sarah's Circle
Asian Health Coalition of Illinois	Cornerstone Academy	International Society for Prevention of Child Abuse & Neglect	School Choice Illinois
Association of Educational Therapists	The Council of Islamic Organizations of Greater Chicago	Jewish Council for Youth Services	Seniors Action Service, Inc.
Association of Professional Chaplains	Deeply Rooted Productions	Jewish Vocational Service	SER – Jobs for Progress of Lake County
Bach Week Festival	Des Plaines Community Senior Center	Joel Hall Dance Center	Silk Road Theater Project
Bartlett Park District	Domestic Violence Legal Clinic	Keshet	South Side Help Center, Inc.
Batavia Park District	Donka, Inc.	King-Bruwaert House	SouthStar Services
Bear Necessities Pediatric Cancer Foundation	Downtown Oak Park	LaGrange Public Library	Spertus Institute of Jewish Studies
Belle Center of Chicago	DuPage Library System	LaSalle Education Network	Springboard Foundation
Big Brothers Big Sisters of Lake County	El Valor Corporation	LaSalle Senior Center	St. Charles Singers
Bolingbrook Park District	ElderCare @ Christ Church	LaSalle University Nonprofit Center	St. James Catholic Church – Chicago
Boys Hope Girls Hope	Emmaus Ministries	Lawyers' Committee for Better Housing	Stevenson High School Community Foundation
Cabrini Retreat Center	Esperanza Community Services	Legacy Leadership/Mather LifeWays	Strategic Learning Initiatives
Call to Action	Evanston Youth Hockey Association	Lincolnway Special Recreation Association	Streamwood Park District
Cameroon American AIDS Alliance	Family Defense Center	Lupus Foundation of America – Illinois Chapter	Streeterville Organization for Active Residents (SOAR)
Carol Stream Park District	Family Service & Mental Health Center – Oak Park/River Forest	Mano à Mano Family Resource Center	Sudden Infant Death Services of Illinois
CASA – Cook County	Family Service of South Lake County	Midwest Brain Injury Clubhouse	Summit Community Task Force
Center for Disability and Elder Law	Federation for Community Schools	Morton Grove Public Library	Sunshine Gospel Ministries
Center for Religion & Psychotherapy	Florence Melton Adult Mini-School	Myasthenia Gravis Foundation of America	Swedish American Museum Center
Centro Romero	Friedman Place	National Alliance on Mental Illness – Cook County North Suburban	Taproot Foundation
Chiaravalle Montessori School	Fulcrum Point New Music Project	National Foundation for Advancement in the Arts	TASC of Illinois
Chiari & Syringomyelia Foundation	Glen Ellyn Community Resource Center	New Age Services Corporation	Test Positive Aware Network
Chicago Appleseed Fund for Justice	Glencoe Historical Society	Nicasa	Turning Point Behavioral Health Care Center
Chicago Architecture Foundation	Good News Partners	NorthPointe Resources	Urban Muslim Minority Alliance (UMMA)
Chicago Children's Choir	Good Shepherd Manor	Open Arms Mission	USO of Illinois
Chicago Federation of Labor – Workers Assistance Committee (CFL-WAC)	Grand Boulevard Federation	Orchard Village	Village of Streamwood
Chicago Global Donors Network	Green City Market	Oswegoland Park District	Water is Life
Chicago Jazz Philharmonic	Gurnee Park District	Pegasus Players	Women of the Village Providers Network
Chicago Metropolitan Battered Women's Network	Hanover Park Park District	Pierce Family Charitable Foundation	Young Men's Educational Network
Chicago Public Schools – Department of College and Career Preparation	Harmony Foundation	Play for Peace	Youth Guidance
Chicago Public Schools – New Schools Development Office	Harold Washington College	Plum Landing Retirement Community	YouthBuild Lake County
	HealthReach Clinic		Zion Township
	HealthWorks Theatre		
	Highland Park Historical Society		
	Hinsdale Community Service		

2008 Highlights

Among ESC's major accomplishments in 2008:

- Celebrating our 30th Anniversary and all that we have been able to accomplish over three decades: more than 2,000 clients and projects thanks to the generosity and commitment of more than 1,500 volunteers
- Providing a wide array of services during the year through 187 projects for 169 client organizations from all across the metropolitan region
- Hosting the Annual Conference of the Executive Service Corps Affiliate Network for leaders of the 41 ESC-type organizations across the nation
- Reinvigorating and re-launching our 'value proposition' to better serve and communicate with our key stakeholders: clients, funders and volunteers
- Extending the exponential growth of the Interim Executive Director service through training a second group of candidates, bringing the total cadre of ESC-trained Interims up to 31 in order to meet client demand
- Welcoming renowned columnist and commentator Clarence Page as the guest speaker at our largest and most successful *Celebration of Service* event ever

2008 Projects by Practice Area



Governance

Board Development
Strategic Planning
Fund Development
Endowment Planning

Leadership Development

Executive Coaching
Team Coaching
Emergency Leadership Planning
Leadership Roundtables

Management & Operations

Financial Management
Marketing & Communications
Human Resources
Organizational Assessment
Information Systems Review

Organizational Transformation

Executive Transition Management
Interim Executive Directors
Mergers & Consolidations
Urgent Action Teams

* **Special Projects** include customized workshops, training sessions and other specialized programs

ESC Financials

Revenues	2008	2007
Foundations	\$333,500	\$348,650
Corporations	51,989	79,275
Volunteers & Individuals	163,640	176,519
Services Contributed by Volunteers	3,422,545	3,819,982
Less Services Delivered by Volunteers	(3,422,545)	(3,819,982)
Allocated from/to Reserves	65,046	(70,901)
Consulting Fees	366,650	369,349
Federal Subcontract	52,792	86,396
Other Fees	40,021	32,512
Interest	144,166	108,332
Other	1,000	2,061
	\$1,218,804	\$1,132,193
Expenses	2008	2007
Program	717,495	675,858
General Administrative	501,309	456,335
	\$1,218,804	\$1,132,193

The market value of Endowment net assets as of December 31, 2008 is \$2,075,021. \$504,825 of this balance is invested with The Chicago Community Trust and the remainder with HighTower Advisors, LLP. Only income from the Endowment Fund is available to support ESC operations. In 2008, this amounted to \$102,528.

Administrative volunteers contributed 15,985 hours in 2008 and 17,706 hours in 2007 that were not included in these figures because of the difficulty in determining market value.

In-Kind Donations

The Actors Gymnasium	David and Toni Dunning	Museum of Science & Industry	Ralph W. Rydholm
Allen Brothers, Inc.	Duvall Garden Design	Nails Spa, Winnetka	Marcia Saper
Anonymous	Erie Café	Neiman Marcus Michigan Avenue	David Schreiber - Heritage Travelware, Ltd.
Al Borenstine	Jerald and Ellen Esrick	The Newberry Library	Robert Shakno
Chicago Children's Museum	Jessica T. Feldman	Northern Trust	Spots Video, Inc.
Chicago Department of Cultural Affairs	Food for Thought	Pat O'Connell	Steppenwolf Theatre Company
Chicago Magazine	Sharon Gilbert - Talisman Glass	Erik & Deborah Oiler	BJ Stiles
Chicago White Sox	Estelle Holzer	Ellard Pfaelzer, Jr.	Sutton Studios
Chicago Game & Gourmet	Brian Horwood	Pulling Down the Moon	Phyllis Tabachnick and Robert Friedman
Community Media Network	Hubbard Street Dance Chicago	Ravinia Festival	Katie Terrazas
Convito Café and Market	Ina's	Redmoon Theater	Louise and Dean Trafelet
Bill Cospier	Jacky's Bistro	Remy Bumpo Theatre Company	Ellen Solomon Tuch
Alice Cottingham	Marshall Jacobson - Tours R Us	Barbara Reynolds	Almarie Wagner
Lynda Crawford	Kiki's Bistro	Matt and Ruth Rodriguez - Ruth's Artistic Furnishings	Berthold and Barbara Weller
Alexandra Dickson	George Krafcsin	Rosebud Restaurants	Iain and Adrienne Whitaker
DLA Piper LLP US	Marcia J. Lipetz	John and Audrey Rosenheim	
	Geoff McClelland		

2008 Supporters

Community Donors

\$20,000 or more

The Chicago Community Trust
The Richard H. Driehaus Foundation
Field Foundation of Illinois
The McCormick Foundation
Michael Reese Health Trust
Polk Bros. Foundation

\$10,000 - \$19,999

Helen Brach Foundation
Mayer and Morris Kaplan Family Foundation
Merrill Lynch
National Council on Aging
Retirement Research Foundation

\$5,000 - \$9,999

Anonymous
The Beré Foundation
D & R Fund
Dr. Scholl Foundation
Harris Bank Foundation
Mr. and Mrs. Lawrence Howe
Illinois Tool Works Foundation
Richard M. Morrow
Edmond and Alice Opler Foundation
Rohm and Haas/Morton Salt
Barbara and Barre Seid Foundation
Siragusa Foundation

\$2,500 - \$4,999

Glenview State Bank
Elizabeth S. Guenzel Charitable Trust

Mr. and Mrs. John E. Jones
Malott Family Foundation
Nuveen Investments
William Blair & Company

\$1,000 - \$2,499

326 South Wells Corporation
AMSTED Industries Foundation
Blum-Kovler Foundation
Ceres Foundation
Elkay Manufacturing Company
Geraldi Norton Foundation
Dietrich and Erica Gross
Harris Bank Foundation Matching Gift Program

I & G Foundation
Robert Kohl
John and Martha Mabie
Dr. and Mrs. Myron E. Rubnitz
Barbara Stanley
Sulzer Family Foundation
Univar USA, Inc.
Stephen R. Wilson

\$500 - \$999

Anonymous
Akzo Nobel Inc.
Robert D. Appelbaum
Helen Brach Foundation Matching Gift Program
Alice Cottingham
Illinois Tool Works Matching Gift Program

J. B. Charitable Trust
Jocarno Fund

\$250 - \$499

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Mr. and Mrs. Donald A. Belgrad
Franklin A. Cole
James J. O'Connor
The Roscoe Company
Scanlon & Mathews
Barry Spitzer & Associates
Stepan Company
Edward F. Swift, III
Mr. and Mrs. Edward S. Weil, Jr.

\$100 - \$249

Aileen S. Andrew Foundation
Jeanette M. Dacey

George C. Dodge Foundation
First Bank & Trust of Evanston
Ann Fisher Raney
Marilyn Hennessy
Robert S. Ingersoll
Joyce and John A. Kelly, Jr.
Edward and Susan Klinger
Gordon and Claire Prussian
Ruder Finn, Inc.
Phyllis Schroeter
Mr. and Mrs. Charles P. Schwartz, Jr.
Mary Ann Van Liew
Mr. and Mrs. Joseph Weil
Wineman Charitable Foundation

ESC Volunteer & Staff Donors

\$10,000 or more

Anonymous
Morris A. Kaplan and Dolores Kohl Kaplan
Arnold R. Wolff

\$5,000 - \$9,999

William P. Drewry
Jacqueline Gilbert

\$2,500-\$4,999

Mark Crane
Carolyn O. Rusnak
Jack D. Tovin

\$1,000 - \$2,499

Anonymous
Rosalie A. Bonar
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Jerald P. Esrick
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Kristina Van Liew
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Robert T. Matthei
Geoffrey McClelland
Michael P. Mulqueen
Matt L. Rodriguez
John H. Rosenheim
Alan Stone
Michael J. Svoboda
Barbara Weller
Berthold L. Weller

\$250 - \$499

Lester J. Blair
Andreason Brown
Frank J. Burns
Josie Childs
Richard G. Clemens
John C. Donaker, Jr.

William M. Doyle
George C. Fanning
Corliss V. Garner
J. Stanley Graves
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Brian Horwood
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Robert J. Lipsig
Marjorie W. Lundy
John B. Mayer
Robert J. Mazza
Patsy J. Mellott
Kevin J. O'Connell
Vincent J. Pellettieri
Pamela J. Pound
Walter S. Roth
Jack J. Schindler
Barron W. Schoder, Jr.
Donnell J. Schwarz
Patricia Sharpe
Frank J. Waldeck
Richard H. Watson
Dennis Zavac and C. Elizabeth Howland

\$100 - \$249

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Alvin Borenstine
William D. Broderick
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Raymond W. Gass
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H. Zane Robbins
Irwin Ross
Alba M. Santillán and Ludwig A. Retana
Yvette Schmidt
Sonesh Shah
Howard B. Silverman
John W. Straub
Kathleen Terrazas
Glenn O. Torgerson
James H. Weiss
Ken Yoshitani

ESC Legacy Corps

as of May 2009

Founders 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

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Winston C. Black, Jr.
Joseph L. Block
Mrs. Joseph L. Block
James A. Brandt
Andreason L. Brown*
Edward A. Bruzewicz
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Robert and Patricia Chamberlain
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Bill Peters
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Ralph W. Rydholm
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Frank Schnierow
Donald G. and Phyllis H. Schroeter
Patricia L. Sharpe
Karen A. Sims

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Jules N. Stiffel
Alan Stone
A. Dean Swift
Mrs. Mary Lou Swift
Phyllis Tabachnick
Richard L. Thomas
Kristina Van Liew*
Robert Vanden Bosch
Dey W. Watts
Barbara and Bert Weller
Bill and Nancy Whitney
Robert H. Wilson
Dennis A. Zvac and
C. Elizabeth Howland
Frank R. and Faye M. Zimmerman

*New Members in 2008

In Memoriam

as of May 2009

Volunteers

James F. Bernard
Earl C. Brown
William N. Clark
James B. Garnett
Daniel Horwich
Richard S. Kelly
Frank A. Kreuz
G. Phillip Later
Thomas E. Noyes
Patricia Sharpe
William D. Wiener

Board Members and Life Directors

Robert J. Greenebaum
Norman Ross
Joseph E. (Gene) Tanner
Dey W. Watts

Friend and Former ESC Staff Member

Kathy Garcia

Board of Directors

as of November 2008

Officers

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Ellard Pfaelzer, Jr.
Chairman Emeritus,
The Bruss Company

Chair Designate

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Institutional Consultant &
First Vice President,,
Merrill Lynch Private Banking
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Management Supervisor,
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Audrey R. Peebles
Chief Executive Officer,
YWCA of Metropolitan
Chicago

Matt L. Rodriguez
Superintendent of Police,
Chicago Police Department

Ralph W. Rydholm
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Director, EURO RSCG Tatham

R. Michael Shehorn
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Partner, Spencer Stuart

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Ron Tevonian
Director - Network Systems
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Michael A. Thompson
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Louise Trafelet
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Project Exploration

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as of November 2008

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James J. Brice
Senior Partner,
Arthur Andersen

Nelson L. (Lin) Carter
Scout Executive,
Boy Scouts of America

Robert E. Chamberlain
Executive Vice President,
St. Paul Federal Bank
for Savings

Mark Crane
Of Counsel,
Foley & Lardner*

Robert M. Dreves
Chairman,
Peoples Energy Corporation

Robert J. Greenebaum‡
Treasurer,
Inland Steel Industries

William P. Hall
Executive Vice President,
Duff & Phelps

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

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Joan S. Huening
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Alba Santillán
Development Coordinator

Brady Donaldson
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* Current Affiliation
** ex officio
‡ Recently Deceased





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30 Years of Solutions

"My ESC coach had an instant understanding of our issues and provided assistance in developing realistic solutions. I received emotional support through which I could openly discuss the frustrations of running a nonprofit that struggles financially... (and) feel that I can be more effective having a realistic plan in place." — **Vocational Service Provider
Coaching Client**

"ESC brought our Board together as one, instead of just as individuals. They now accept long-term fundraising responsibility and fiduciary oversight—not micro-managing, but guidance, direction and oversight." — **Social Service Agency
Financial Planning Client**

"We gained a new vision of how to grow while remaining true to our grassroots nature." — **Educational Organization
Strategic Planning Client**

"Interim support at the executive level can work! Our Interim facilitated a challenging administration transition with sensitivity, grace and finesse. We appreciate the presence and affordability of ESC to the Chicago nonprofit community." — **Private Elementary School
Interim Executive Director Client**