



Resume

Executive Service Corps

10 Emery Dr, Atkinson, NH 03811
www.Nonprofit-Consultants.org
Michael@Nonprofit-Consultants.org
(603) 362-9300
(207) 641-2300

ESC Profile

Executive Service Corps equips nonprofit organizations with the insight, knowledge and capacity they need to thrive financially and better serve their clients. ESC volunteers bring a wealth of experience from both business and nonprofit management to provide low-cost services such as strategic and business planning, board development, fundraising, marketing, financial management and human resources to small and medium-size organizations throughout Northern New England.

Services

- Board Development
- Business Planning
- Executive Compensation
- Financial Management
- Fund Development
- Human Resources
- Marketing
- Program Planning and Evaluation
- Organizational Development
- Strategic Planning

Unique Capabilities

Multidisciplinary teams ensure you have the right resources. For example, a business planning team may include a marketing expert and a finance expert. To develop a board's fundraising capabilities, ESC would assign a fundraising expert and a board development expert.

- Large-scale (statewide) face-to-face interviewing capabilities.
- Market research expertise to assist teams in designing surveys and focus groups for clients.
- Low cost solutions, because of our volunteer model.

Sectors

ESC serves a full spectrum of nonprofit sectors as shown by this partial list of clients.

✦ Arts, Culture, Humanities

- Arts Alliance of Northern NH
- Moving Company Dance Center
- Nashua Historical Society
- The Winnepesaukee Playhouse

✦ Education

- Chase Home for Children
 - Monarch School
 - Children's Stage Adventures
 - Spaulding Youth Center
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➤ **Environmental**

- Ausbon Sargent Land Preservation Trust
- Natural Resource Council of Maine
- Piscataquog Land Conservancy
- Squam Lake Natural Science Center

➤ **Health Care/Mental Health**

- Camp Sunshine
- David's House
- NAMI-NH
- Seacoast Hospice

➤ **Human Services**

- A Safe Place
- Family Crisis Services
- FamilyStrength
- Gateways Community Services
- Harbor Homes
- OdysseyNH
- Richie McFarland Children's Center
- YMCA of Greater Nashua

➤ **Community Improvement, Public Benefit**

- Maine Association of Nonprofits
- Manchester Young Professionals Network
- McGregor Memorial EMS
- New Hampshire Bar Foundation
- NH Center for Nonprofits
- NH Library Trustees Association
- VolunteerNH!
- Women's Business Center

Consultants Bios

ESC has 30 consultants from business, government, and nonprofit management available to address clients' needs. This is a partial list of our consultants:

Michael Daily – Executive Compensation, Turnarounds and Senior Management Advisory

Michael has over 20 years of experience as a COO/CFO for two emerging growth companies. More recently he has turned his attention to nonprofit capacity building as founder and Executive Director of the Executive Service Corps. He has over 15 years of nonprofit consulting experience. He is Vice Chairman of the Executive Service Corps Affiliate Network and a former Director of the New Hampshire Center for Nonprofits. He has an MBA from Harvard Business School.

Richard van Bergen – Board Development, Strategic Planning and Financial Consulting

Mr. van Bergen is a former Senior Executive of Citigroup. He held a number of positions with Readers Digest including President of Reader's Digest Japan. He was an Adjunct Professor of Management at Babson College. Richard is a board member and singer for the Seaglass Chorale in Kennebunk, Maine. He is president of the Choral Art Society in Portland. Richard has an MBA equivalent he earned in Germany. He served on the town of Winchester Massachusetts Finance and Capital Planning Committees for 5 years.

Diane Cabell – Legal and Regulatory Issues

Diane is a practicing intellectual property attorney who is currently working for two nonprofits. She is Corporate Council & Secretary for Creative Commons and Corporate Counsel, Administrative Officer & Treasurer of iCommons Ltd. She was Assistant Director of the Beckman Center for Internet & Society at Harvard Law School, had her own law office, and worked as Assistant Counsel for MIT. She had been involved in many intellectual property and technology law associations. She is a graduate of Boston University and has her J.D. from Northeastern School of Law

Susan Fitzgerald Reichert – Fundraising and Financial Consulting

Susan has over 20 years of experience in nonprofit and business management. She began her career as Operations Manager for a small for profit. She entered the nonprofit sector as a Development Associate for Marin Primary and Middle School. She was a Project Manager and Volunteer Coordinator for Wildcare. She served as Executive Director of the Sierra State Parks Association. She is a founder of Strategic Nonprofit Solutions which provides consulting to nonprofits. She is a founding board member of the Tahoe Area Historic Organizations. She was a

board member of the California League of Park Associations. Susan has a BA from UNH and a MNA from the University of San Francisco.

Maggie Ford – Fundraising

Ms. Ford is a retired fundraising executive and consultant with over 40 years of fundraising experience. She served in numerous fundraising positions at UNH, Eastern Connecticut State University and Connecticut State Technical College System. At the University of Hartford, Maggie served as Director of Planned Giving and Senior Development Associate. She was Director of Development for Village for Families & Children and University of New Haven. Through her consulting firm, Ford Consulting, Maggie helped a broad array of nonprofit clients raise money to increase their sustainability for 14 years. She has served on many nonprofit boards. She holds a MA from UNH.

Bill Gould – Board Development, Business Planning and Strategic Planning

Mr. Gould currently supervises the federally sponsored National Assessment of Educational Progress (NAEP) for the State of NH. Formerly he was the Principal, President and CEO of Vikor LLC, a software sales and services company. He had senior management positions at Mehta Corporation and at Sequoia Systems, Inc as well as Honeywell and Apollo Computer. Bill has also served as an adjunct professor at UMASS Lowell and as a high school math teacher in Hopkinton, MA. Bill volunteers as a tutor/mentor in the SEAD (Summer Enrichment at Dartmouth) program at Dartmouth College. He is a graduate of Dartmouth College and has an MBA from Northeastern University.

John Gregg – Market Research, Process Improvement and Quality Management

Mr. Gregg is a marketing executive with over 40 years of experience, including senior positions at Chase Manhattan Bank, Citibank, Avon Products, and Young & Rubicam. He is a former Chairman of the Conference Board Council on Marketing Research and he was a reviewer for the NY State Quality Awards. He has been involved with many local arts and preservation nonprofits as a volunteer and board member. He enjoys applying market research to improving programs and growing revenues. He has an MBA from Indiana University.

Don Hughes – Governance and Board Development

Mr. Hughes worked for the General Electric Co. for over twenty years in various manufacturing management and general management positions. He spent fifteen years as president and CEO of the Framingham Savings Bank and retired in 1990. Don has worked as a volunteer with the YMCA in local, regional and national positions. He was Chairman of the Board of Trustees of the YMCA of the USA and continues to serve as a trustee. He has been a consultant with the Executive Service Corps since 1991, specializing in Board Development consulting.

Brian Metcalf – Marketing, e-marketing and Training and Development

Brian has over 20 years of experience as a human relations professional with a specialty in training and consulting to the retail trade. Early in his career he was a district manager for The Bombay Company and for KB Toys. He worked as Vice President Sales & Consulting Services for Novations. Brian was Sr. Vice President, Corporate University/VP Communications for CCA Global Partners. He is currently National Vice President of MOHR Access.

Don McGuinness – Strategic Planning, Organizational Development, and Senior Management Advisory

Mr. McGuinness' distinguished career in the electronic components industry included founding his own company, White Electronic Designs, and taking it public. He was CEO of Electronic Designs Inc and Executive Vice President of Sprague Electric. As a Senior Consultant, he enjoys providing advice and coaching to senior managers. He is a former member of the Massachusetts Hi-Tech Council and has served on many for-profit and nonprofit boards. Don is a graduate of Stevens Institute of Technology.

Judie Post – Fundraising and Marketing

Ms. Post's career has spanned the nonprofit, for-profit, government, and small business sectors. Her background includes more than 15 years working to evaluate and grow nonprofit organizations through marketing, grant writing, fundraising, and organizational development. In the for-profit sector, Ms. Post provided Training and

Development for HP and owned her own employment agency. Ms. Post serves on multiple nonprofit boards. She has an MA in Community Organizational Psychology from U. Mass Lowell.

Lynn Post – Market Research, Positioning/Branding, and Marketing Planning

Lynn Post is a marketing professional with decades of experience in the high tech industry. Most recently, Lynn led a product marketing group at EMC Corporation. Previously, at The Post Group, Lynn provided product marketing and product management consulting to companies ranging from small startups to Fortune 500 companies such as HP and Network Appliance. Earlier in her career, she worked for Digital Equipment and Frey Associates. She is a graduate of Carnegie Mellon University.

Jim Rock, Jr – Marketing, Branding, and Internet Research

Jim is a retired advertising executive who has focused the on internet research and communication. He worked for advertising agencies including McCann Erickson and J. Walter Thompson. He is the founder of a boutique advertising firm The Rock Group. More recently he worked as Manager of Information and Research for BrandPartners and Executive Editor / Publisher of *The Willey Brothers Financial News*. He has been active in the local community serving as Treasurer of the Friends of Dover Library and volunteering for the Dover Community Center, and Senior Moments.

Steve Smith – Strategic Planning, Board Development and Fundraising

Steve was the long time Executive Director of the American Lung Association, New Hampshire Chapter, and later was the Vice President of Field Operations for the national organization. More recently he has returned to New England and founded his own consulting organization -- It's the Results. He enjoys teaching nonprofit courses at Northeastern University. He has an MA from UNH and a certificate in Organizational Management from the University of Delaware.

Chris Van Curan – Strategic Planning, Board Development and Business Planning

Mr. Van Curan retired as a senior banker with Bank of Boston where he was Division Head of Specialized Lending to Financial Institutions. In a second career he was co-founder of a national insurance brokerage and he is still active as a consultant and as an executive recruiter in the financial services industry. Chris had served on many boards including White Mountain School, Emerson Hospital, Wildcat Mountain Corp, Wayland Town House and West Newton Savings Bank. Chris is a graduate of Middlebury College, Amos Tuck School at Dartmouth, and The Stonier School of Banking at Rutgers University. He has consulted for ESC since 1995.

Charlie Urmson – Organizational Assessment, Quality Improvement, and Strategic Planning

Formerly Vice President of Hypertherm, Inc., Charlie directed the company's manufacturing operations and led improvement programs in lean manufacturing, total quality management, and strategic business analyses. Earlier experience includes management consulting with Peat Marwick. As ESC's strategic planning guru, he teaches strategic planning to new consultants and has provided strategic planning to countless clients. Charlie currently serves on the board of his prior employer, Hypertherm, and was Treasurer and board member of the Upper Valley Land Trust. He has a graduate engineering degree from Rensselaer and holds an MBA from Harvard Business School.

Andrew White – Human Resources, Salary Plans and Organizational Development

Mr. White is a Human Relations professional with significant experience developing infrastructure for start-ups and business expansions. He worked for IBM and Amdahl in Europe. Andrew rose to Group Director, Human Resources for Amdahl. He founded The Selborne Group, Inc, a consulting firm that provided Executive Compensation and HR infrastructure Consulting. He was Vice President, Corporate Resources of MAYAN Networks. He was a partner responsible for sales, marketing and business development for The Satorian Group and held a similar position with The Vermillion Group. He is a graduate of Glasgow College of Commerce.
