



Our Mission:

ESC works with nonprofit organizations to improve their effectiveness by providing affordable management consulting solutions using experienced executives and professionals who donate their time and expertise.

Our Services:

Board Development

Business Plans

Executive Coaching

Financial Consulting

Fundraising

Human Resources

Marketing Plans

Market Research

Mergers

Organizational Development

Retreat Facilitation

Strategic Planning

Turnaround Plans

Wages and Benefits

Call us for a free Assessment Visit!



Strengthening the nonprofit community

Executive Service Corps Services for Tough Times

We, like all of you, are acutely aware of the pressures our sector faces. We wanted to highlight some of the services that we offer that are particularly appropriate in this economic climate:

Turn Around Management
Executive Coaching
Restructuring
Mergers and Collaborations
Revenue Growth
Financial Reporting and Cash Flow Analysis

We offer objective, affordable advice from experienced senior consultants who have managed through hard times in the past. Our business modeling skills are particularly suited to today's challenges. [Learn more about Turn Around Consulting...](#)

Coaching Program

We have provided mentoring and board development coaching going back to 2000. Under the leadership of our experienced Executive Coaches, Bob McElwee and Pat McGuinness, we have expanded our capacity to provide Coaching to anyone who wants to enhance their leadership skills. We made this decision based on anecdotal evidence from our ESC colleagues in other regions and after reviewing a CompassPoint study on the value of Executive Coaching for Nonprofit Leaders. [Learn more about our coaching program and review the CompassPoint Study...](#)

Fundraising Services

Fundraising has been a small part of our work for many years. In particular, we have done market research on our clients' position in the community in advance of a capital campaign. Now, for the first time ever, we are in a position to offer a broad range of fundraising consulting to our clients. **Contact us for a free Assessment Visit** where we will discuss your needs.

Strategic Planning or Board Development – Which should we do first?

The short answer is, it depends. This issue comes up quite often so I have put my thoughts to paper. Does it take a great board to do a strategic plan, or is a great strategic plan invaluable in building an effective board. [Read the short article...](#)

Wage and Benefit Study – Salary Administration Consulting

The Northern New England Wage and Benefit Survey went to the presses in the fall. Even in tough times it is important to set wages and benefits at a fair and competitive level. This report provides a quick and effective answer to the new questions raised on the 990, and a way to assure all boards that they are in compliance with best practices. We worked with Brenda Peluso from Maine Association of Nonprofits (MANP) and Laurette Edelmann from the New Hampshire Center for Nonprofits (NHCN) to develop the survey and the subsequent report.

[Please go to the MANP web site to read a Snapshot and order the Maine Edition of the Report.](#)

[Please go to NH Link to read a Management Summary and order the NH Edition of the Report.](#)

As a reminder, ESC has experience in wage and benefit consulting. We have experience providing salary ranges on senior staff positions that have few or no comparables in Northern New England. Our research indicates that, in some cases, senior staffers of state wide, regional and umbrella groups deserve a premium salary. We have the experience in determining when this applies and how much this premium should be. We can determine appropriate compensation for groups which do not fit the "mold". One example is those nonprofits, such as ESC, that extend their reach by using a large number of volunteers relative to their budget.

ESC News



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ESC News

We had a great year in 2008. We worked with 21 clients on 25 projects. During the year we reached a new milestone, our 100th project start! More important than the statistics, we simply did some great projects that benefited our clients and provided a great way for our volunteers to use their many, many talents.

I am pleased to welcome two new members to our board of directors. Fred Thomas from Thetford Center, VT is a former GE executive and consultant for McKinsey. Fred served as national Chairman of SCORE and is currently Chairman of SCORE in the Upper Valley. Bill Gould is from New Boston, NH. He attended Dartmouth and has worked most of his career in Hi Tech, including being President of his own company. More recently he has been focused on education. He has taught high school and college. Currently he supervises the federally sponsored National Assessment of Educational Progress (NAEP) for the State of NH. I am excited about the new energy they bring to the board.

Keep the faith,
Michael Daily
Executive Director