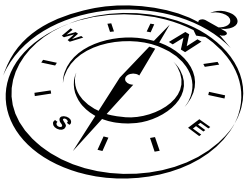


ESCOT EXPRESS



Serving the Greater Capital District Since 1987

Providing Experienced Management Consulting At Low Cost to:

- Nonprofits
- Governmental Units
- Educational Institutions

INSIDE

Page 2:

Remembering a consummate professional

What does Bob Fisher do when he's not consulting?

Page 3:

Sharing consulting tips at in-house forum

Did we see you at the fair? Telling our story

Page 4:

How can ESCOT help you?

ESCOT OCTOBER 21 PROGRAM TO TACKLE TACTICS FOR NONPROFITS IN TOUGH TIMES

"More Than Survival: Tactics for Tough Times to Make a Difference in Your Organization" will be the focus of the educational forum and annual meeting luncheon of the Executive Service Corps of the Tri-Cities (ESCOT).

The program, to be held October 21 (8:45 a.m.-1 p.m.) at Crossgates Restaurant at Rapp Road and Washington Avenue Extension in Albany, also will honor ESCOT's management consultants for

their work on strategic planning and other aspects for effective operation.

The program, designed for dialogue with attendees, will feature a keynote presentation by Bill Dessingue, Executive Director of the Charitable Venture Fund, and panel discussion with:

-Lynette Seawall (moderator), President of Performance Plus and an ESCOT consultant, joined by:

- Kathy Condon, President of Condon Communications and also an ESCOT consultant;
- Penny Page, Vice President for Development of Girls Inc. of the Greater Capital Region;
- Brad Shear, Executive Director of the Mohawk and Hudson River Humane Society;
- Jeff Swain, ESCOT consultant and retired Deputy State Comptroller.

(Continued on Page 3)

ESCOT HELPS HAMILTON HILL ARTS CENTER

What do you do when you're heading toward age 40? It certainly calls for celebration, but while thinking about where you've come in those four decades, it also is a good time to plan how to continue to make progress.

With this in mind, The Hamilton Hill Arts Center, a Schenectady-based arts and culture organization marking 40 years of service in November, enlisted ESCOT for two projects – one focusing on strategic planning and plotting its course for the future and the second, enhancing fund development and community outreach. ESCOT teams have been meeting with staff, board members and other volunteers to review programs, operational procedures, and service and resource needs, develop-



"ESCOT has given us a great next step toward our next 40 years and beyond in our efforts to provide even better programs and services to the communities of Hamilton Hill, Schenectady and the Capital Region."

ESCOT consultants Dick Desrochers, Lance Jackson and Beth Krueger led a retreat and training and prepared recommendations for fund development. Another team member, Genevieve Foulks, recommended technology improvements to facilitate program funding needs. Herb Alfasso and Mark Rosenholz, assisted by Dick Herskowitz, conducted the strategic planning project to create, with the board and staff, a course of action for the Arts Center's continued service to the community .

ing recommendations to position the Arts Center to reach and serve current and future generations of families in the Capital District.

"Working with ESCOT has been tremendous in terms of assessing our goals and objectives for sustainability, as well as our overall vision for growth and expansion," said Arts Center Executive Director Miki Conn.

IN MEMORY OF JIM GALLAGHER: ESCOT CONSULTANT EXTRAORDINAIRE

One of the benefits of participating in ESCOT, our consultants note, is the opportunity to interact with other professionals – to share knowledge and ideas, to work to solve a problem together for community organizations. We gain from each other. We've lost one of our colleagues who gave so very much to our organization, to the community and to us.

Jim Gallagher, who passed away July 14, served as an ESCOT consultant for more than 15 years and as a member of the Board of Directors and secretary. In his consulting for ESCOT and other volunteer work, he drew on his long career in state service, including the Civil Service Department and Public Service Commission and the Office of General Services as director of real property planning and utilization.

Professionalism + Wit

His abilities, professionalism, enthusiasm and style made an extraordinary impact within ESCOT and the many community organizations he assisted,

as evidenced by the fond memories of our consultant/board members. "Jim was a terrific motivator in the continued development of ESCOT and in his work in the community. A consummate gentleman, he will be sorely missed," observes Bob Wolfgang, ESCOT's chairperson.



"A forceful presence in my life" is how George Smith describes Jim. He recalls his talents in public speaking and wit in enlivening many board meetings. Jim, who also served as chair of the public relations and fundraising committees, "was committed to ESCOT and worked very hard over the years to ensure its success through the organizational changes which were put into place after two strategic planning sessions," he adds.

Mabel Murphy remembers Jim's thoughtfulness and personal kindness traveling to meetings together and his sense of humor and graciousness in putting people at

ease. Jim's quick wit, his dedication and willingness to help are attributes recalled by Lynette Seawall. Martin Kenosian often partnered with Jim on management and personnel-related consulting projects, including Schenectady County, Schenectady City, Albany County, Parent to Parent, Mediation Matters, Shaker Heritage Society, Shenendehowa School District, Hebrew Academy of the Capital Region, and The Egg. "In our many work projects together, I was totally in awe of his skill and talent in understanding and providing solutions to the myriad of problems encountered in a classification and/or salary study. His personnel skills were unmatched." Marty adds that Jim "possessed many traits and characteristics that most of us would like to have."

Jeff Swain agrees, noting that as he transitioned into retirement, he saw Jim as a role model of community service. "His commitment and passion for the work at hand was so very obvious, and he brought a wide range of skills and 'preciseness' to whatever job he undertook. I marveled at his energy. He is and will be greatly missed."

"Jim possessed many traits and characteristics that most of us would like to have."

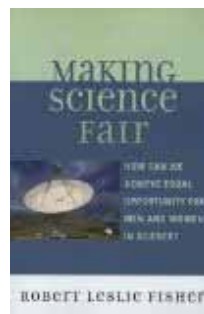
- Martin Kenosian

ESCOT CONSULTANT WRITES 2ND BOOK

When ESCOT consultant Bob Fisher isn't putting his research and analytical skills into action for an ESCOT team management consulting assignment to help an area community organization, he's engrossed in a book. No it's not his nighttime reading before snapping off the light. Bob is at work writing his latest book.

His most recent published book, *Making Science Fair: How Can We Achieve Equal*

Opportunity for Men and Women in Science?, looks at the issue of gender differences, citing the need for more women and minority scientists in senior positions of scientific research and calling for steps to



be taken to change the way scientific contributions are evaluated.

The book began as an article and was expanded into a short essay, before being published by University Press of America, which also published Bob's 2005 book, *The Research Productivity of Scientists: How Gender, Organization Culture, and the Problem Choice Process Influence the Productivity of Scientists*.

CONSULTANTS SHARE ADVICE AT FORUM

A lively discussion was generated at ESCOT's recent forum for the organization's volunteer consultants to share experiences and answer one another's questions about the work they do on behalf of community offices.

The event was planned by ESCOT's Volunteer Committee, chaired by Dick Desrochers, and featured a panel of ESCOT consultants, including Lynette Seawall as moderator, with Neil Davidoff,

Genevieve Foulks, Lance Jackson and Jeff Swain.

This activity is part of ESCOT's continuing program to provide "in-service" training for its consultants and offer them an opportunity for a lively give-and-take.

Panelists discussed procedures for effective consulting throughout the evolution of the project. They noted that sometimes as projects unfold, additional

needs will be seen that may call for a change in scope and timeframe for the consulting work, and the team leader must be sensitive to managing those situations. Consultants must be responsive to working with both a board of directors and executive director. It is important for the entire team to meet periodically with the client during the project to gain information and provide their perspectives.

TELLING OUR STORY IN THE COMMUNITY

In September, ESCOT participated in the Volunteer Expo, sponsored by SEFCU, and in the Albany County Senior Employment and Volunteer Fair, sponsored by the Guilderland Chamber of Commerce.

These forums were excellent opportunities to talk about our services with representatives of nonprofits and also people interested in putting their skills to work for the community. This summer, we also chatted with Bob Yager on his radio show for RISE on WMHT.

Thanks to Terry Curran, Beth Krueger, George Smith and Bob Wolfgang for being ESCOT ambassadors at these events.



Beth Krueger describes how ESCOT helps nonprofits.

*Need a speaker
for your
organization?*

Give us a call:

518-522-7774

OCT. 21 PROGRAM ON TOUGH TIMES TACTICS

(Continued from Page 1)

Speakers will share their experience and perspectives on actions that should and should not be taken in these times when nonprofits need to deal with such issues as:

- Where do we turn when our usual funding sources aren't so certain anymore?
- It's getting harder and harder for our message and programs to stand out in the marketplace and media.

- The need for services is greater than ever but can we really continue to operate the programs effectively?
- Dwindling time and demands are cutting into our volunteer base.

The forum will be followed by a networking luncheon to enable participants to meet colleagues and continue the program discussions.

Registrations, with a deadline of October 10, should be sent to: Richard Desrochers, ESCOT, 391 Western Avenue, Albany NY 12203.

There is no charge for the morning program; the cost of the luncheon is \$20 with the choice of chicken parmesan, baked salmon or pasta primavera (checks payable to ESCOT).

For more information, contact ESCOT at exdir@escot-inc.org or 518-522-7774.

ESCOT

391 Western Avenue
Albany, NY 12203

Telephone: 518-522-7774
E-mail: exdir@escot-inc.org

ON THE WEB @
[WWW.ESCOT-
INC.ORG](http://WWW.ESCOT-INC.ORG)

ESCOT BOARD OF DIRECTORS

Robert Wolfgang (*Chair*)
Mabel Murphy (*Treasurer*)
Daniel Egan (*Secretary*)

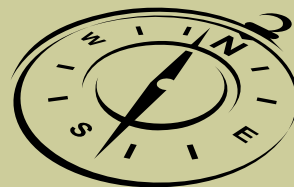
Terence Curran
Richard Desrochers
John Defiggos
Genevieve Foulks
Jane Gorzelnik
Lance Jackson
Martin Kenosian
Lynette Seawall
George Smith
Jeffrey Swain

Beth Krueger
(Executive Director)

WHAT CAN ESCOT DO FOR YOU?

Providing experienced consultants dedicated to helping nonprofits and educational and government offices solve operational problems and develop strategies in:

Board Development
Fiscal Practices / Budgeting
Human Resources
Operations Review
Organizational Development
Strategic Planning
Community Relations
Information Technology
Executive / Staff Coaching
...And More



ESCOT
Executive Service Corps
Of Tri-Cities

Providing significant volunteer opportunities for current and retired professionals in the nonprofit, public and private sectors to share their experience to:

- *Contribute to the community*
- *Utilize professional skills and abilities*
- *Develop new skills and talents*
- *Interact with other professionals*