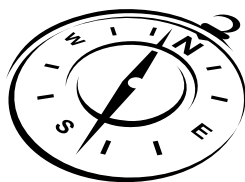


ESCOT EXPRESS



*Serving the Greater
Capital District
Since 1987*

Providing Experienced
Management Consulting
At Low Cost to:

- Nonprofits
- Governmental Units
- Educational Institutions

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Consultants, advisors to meet in May 20 forum

ESCOT is all about sharing experience. On May 20, members of ESCOT's advisory committee will provide insight on current concerns and challenges for the organization's management consultants in addressing needs of nonprofits, schools and government offices in these difficult economic times.

The roundtable dialogue of community leaders, part of ESCOT's ongoing in-house professional development for its consultants, will be held from 9:30 to 11 a.m., beginning with registration and continental breakfast at 9, at the LaSalle School's Hanner Cultural Center, 391 Western Avenue in Albany.

Lynette Seawall, board member and chair of the Volunteer Committee, will moderate the discussion on such questions as:

- What are issues, needs facing client offices in this tight economic climate?
- How can ESCOT and our consultants best be of service?
- How can consultants work most effectively with the client staff and board?

To attend, call 522-7774 or e-mail exdir@escot-inc.org.



Habitat calls on ESCOT to build strategic plan

Recognizing that donor revenues were dropping and following a three-year period of rapid growth, it was time for the Capital District Habitat for Humanity to take a step back and develop a strategic plan to sustain the organization. "We engaged the services of ESCOT in the fall of 08 realizing we all needed a third-party evaluation of the organization toward the goal of developing a three to five-year strategic plan," said Steve Haggerty executive director.

The board at CDHfH requested assistance in three areas – strategic planning, review of policies and procedures, and coaching service for the executive director. The ESCOT team, bringing experience in these areas, included Richard Desrochers as project leader, Lance Jackson, William Hammarstrom, Wilma De Lucco, Alakananda Athanikar, and Veeneta Lakhani.

"To be honest, I was initially reluctant about the coaching sessions, but Lance Jackson and Richard Desrochers immediately engaged my confidence because they had been executives themselves and understood the challenge of the dynamics in managing an agency," added Steve.

(Continued on Page 3)

ESCOT names new VP, adds 3 directors to board

ESCOT has elected a new vice president and added three members to the board of directors.

Board member Richard Desrochers of Ballston Lake, retired executive director of Vanderheyden Hall, was elected vice president. Dick also chaired the Volunteer Committee.

Named to the board were:

- Marie F. Erkes of Menands, retired president of Software Quality Consulting;

- Robert L. Fisher of Delmar, retired program researcher for the New York State Department of Corrections and author on issues in the sociology of science; and

- Anthony M. Gaddy of Albany, assistant director of the Hamilton Hill Arts Cen-

ter and director of public relations and marketing for the Center.

"When my friend Genevieve Foulks first told me about ESCOT," Marie commented. "I was excited to learn such a nonprofit consulting organization existed in the Capital District. Now, as a new board member, I'm ready to spread the word about the organization's good works and I'm looking forward to working with many interesting people."



Tony said, "I've enjoyed working on ESCOT's Public Relations/Marketing Committee on initiatives to increase awareness of ESCOT's management consulting services and volunteer opportunities. I'm privileged to join the board."

Bob, who also is a member of the Public Relations/Marketing Committee, said, "I am honored to serve on the board of directors of ESCOT. I hope to bring my research and analytical skills to bear on issues the board needs to address to strengthen our organization and recruit more consultants and clients in the coming years."

Re-elected to board

Officers re-elected were: president, Robert Wolfgang of Albany, co-owner of Albany Aqua Ducks and CEO of Tech Valley Security; secretary, Daniel Egan of Albany, retired comptroller, Peter Young Housing, Industries and Treat-

ment; and treasurer, Mabel Murphy of Slingerlands, retired director of personnel, New York State Department of Taxation and Finance.

Members of the board re-elected were: Lynette Seawall of Woodstock, president of PerformancePlus Consulting, and George Smith of Delmar, retired staffing services program manager for the New York State Department of Civil Service.



On board

Pictured above are new board members Marie Erkes, at left, and, at right, Bob Fisher who, when not consulting and writing, takes in the sights with his wife Shirley Anderson.

At left, the ESCOT board of directors reviews its strategic plan. From left clockwise are newly elected Vice President Dick Desrochers, new board member Tony Gaddy, with Jane Gorzelnik, Martin Kenosian and Bob Fisher.



John Wilson: memories and gratitude

"Dedication." "Energy." "Courtesy." Those are some of the attributes recalled by colleagues of John Wilson of Niskayuna, who served for many years as an ESCOT consultant and also had been a member of the organization's board of directors. John passed away February 3, 2009 following a long illness.

Retired from the New York State Department of Civil Service, he shared his 35 years of experience with the community through ESCOT, as consultant, executive director, member of the board of directors, secretary, treasurer and chairman.

"In all his roles, he gave energy and dedication to ESCOT and showed courtesy to everyone," commented George Smith, a member of the board who served with John. "I have missed him since the time his debilitating illness prevented him from continuing to serve.

Recalling John as a warm and friendly man who garnered respect, board member Lance Jackson said, "I worked with him on a number of consulting projects where he always dedicated himself to assisting our clients professionally and with

a great deal of caring."

"John's knowledge and commitment to ESCOT's mission continues to benefit our organization and the organizations we serve," said President Bob Wolfgang.

ESCOT launching web / technology practice group

Responding to the increasing need for advice on updating and integrating information technology and Web sites, ESCOT is initiating, in May, a practice group for its management consultants who bring background in information technology.

Leading the new group are Dom Gieras, founder, Capital District Nonprofit Technology Assistance Project, and board members Genevieve Foulks, president of Jay Dee Systems Inc., and

Marie Erkes, retired president of Software Quality Consulting.

"We've been expanding our pool of IT consultants to help organizations consider what would make their operations more efficient and effective.

This practice group will be another way for our consultants in this field to exchange information with each other and discuss strategies for maximizing of assistance," Genevieve explained.

Team aids Habitat strategic planning

(Continued from Page 1)

The consultant team facilitated interviews with staff, the board and key stakeholders in framing an analysis of the organization. Following the interviews, the team constructed a SWOT analysis, goals matrix, and re-engaged the entire group over several meetings in a retreat-like atmosphere.

The value of the planning process is that Habitat has developed a living and breathing document that can evolve overtime but assures that everyone is on the same page.

The team also assisted a review and update of existing policies with a focus on the redevelopment of an employee manual. This work was facilitated by ES-

COT consultant Wilma De Lucco.

The outcome is a concise useful document that is approved by the Board and will be reviewed annually. "We couldn't be more pleased with the professionalism, caliber of service and the outcomes from this relationship with ESCOT," Steve said.



Save the date:

**ESCOT's
educational forum
and volunteer
recognition luncheon**

October, 20, 2009

'We couldn't be more pleased with the professionalism, caliber of service and the outcomes from this relationship with ESCOT.'

*- Steve Haggerty,
Habitat for Humanity*

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ESCOT BOARD OF DIRECTORS

Robert Wolfgang (*President*)

Richard Desrochers (*Vice
President*)

Mabel Murphy (*Treasurer*)

Daniel Egan (*Secretary*)

Terence Curran

Marie Erkes

Robert Fisher

Genevieve Foulks

Anthony Gaddy

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

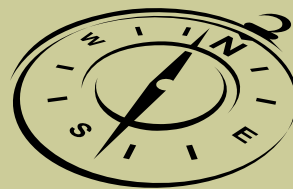
Strategic Planning

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*