

# Challenge Poverty

A PUBLICATION OF EPISCOPAL COMMUNITY SERVICES

# 2,000

MORE THAN 2,000  
INDIVIDUALS WERE SERVED  
BY ECS THIS YEAR.

Your time,  
treasure, and talent  
are invaluable to  
ECS and to the  
people we serve.  
Thank you.

We challenge  
systemic poverty  
by reducing barriers  
to opportunities;  
we are committed  
to empowering  
individuals to  
determine and follow  
their own paths.

Episcopal Community Services is a multi-service agency that embraces adaptability and program innovation in order to meet the evolving and diverse needs of Philadelphians who have been disadvantaged by poverty.

#### DEDICATION

This year's annual report is dedicated to Raymond H. Welsh, a longtime supporter, trustee, and friend to ECS. We are called to love our neighbors as ourselves. Ray was a generous neighbor, and that is the standard to which we aspire.

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225 S. 3rd Street  
Philadelphia, PA 19106

215.351.1400  
[ecsphilly.org](http://ecsphilly.org)

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Your time, your prayers, and your financial support are invaluable to ECS and to the people we serve.

Thank you.

## WE COULD NOT DO THIS WORK WITHOUT YOU.

Episcopal Community Services is focused on the issues of poverty in the region. We challenge systemic poverty by reducing barriers to opportunities; we are committed to empowering individuals to determine and follow their own paths. We know that it is the best way to transform communities.

While it is poverty we challenge, it is people we serve, and no two people experience poverty in the same way. As a multi-service agency, we promote social and economic justice by offering housing supports, workforce development, health and wellness, companionship, and youth enrichment. We advocate for our participants and look to inform and influence policies and perceptions of the issues that impact the families and communities we partner with. By acting as one, we know we can change lives for the better.

What follows are stories of our work – the impact we have, the challenges we face, the remarkable people who work here, and the even more remarkable, resilient individuals and families we serve. ECS is a data-driven agency that combines the compassion of our faith tradition with the integrity of solid social work values. We honor innovation, talent, inclusion, and diversity. We are tireless in our commitment to do better every day for our participants and for our shared community.

We have dedicated this year’s annual report to Raymond H. Welsh, who died suddenly this year. His long-term involvement with ECS and many organizations in the region set a standard for leadership, service, and philanthropy that will inspire generations to come.

As a mentor and a leader, Ray shaped the agency ECS is today and the agency it is becoming. His call to service was our call to service. We hope it continues to be your call as well. The greatest success comes when people are empowered to take action. Share in our mission, our compassion, and our success.

**We ask that you join us.**

**L. Frederick Sutherland**  
President, Board of Trustees

**David E. Griffith**  
Executive Director



# The Year in Review

**THIS PAST YEAR WAS TRANSFORMATIVE – FOR THE AGENCY AND FOR THOSE WE SERVE.**

We welcomed new participants, new talent, new ideas, and implemented new ways in which we do our work. The Hub, ECS' department that measures outcomes, is running as a well-oiled machine. Across the board, programs are tracking their work, allowing us to aggregate our collective impact like never before. We know we are stronger together, and to better serve our participants, staff work closely to share knowledge and collaborate – both internally

and with our partners in the field. Programs are more integrated, and many participants benefit from more than one service and refer their family and friends. We increased the number of volunteer opportunities for our supporters, allowing them to contribute to the personal transformations that occur in all ECS programs – for homeless families, enthusiastic children, aspiring young people, and lonely seniors.



SERVING OUR COMMUNITY

# 2,000

**MORE THAN 2,000 INDIVIDUALS WERE SERVED BY ECS THIS YEAR.**

SUPPORTIVE HOUSING

# 98%

98% OF FAMILIES IN PERMANENT SUPPORTIVE HOUSING MAINTAINED HOUSING.

EARNED INCOME

11 families increased monthly income anywhere from \$250 to \$1,400.

EMERGENCY FUNDS

**\$55K** | **144**  
SPENT | INDIVIDUALS SERVED

Individuals and families facing severe financial difficulties received support for such things as eviction and foreclosure prevention, home repairs and delinquent utilities, barriers to education or employment, and costly school uniforms.

HOUSING PLACEMENTS

61 homeless families placed in safe, stable housing.

28.33% Permanent Housing  
71.67% Temporary Housing

EDUCATION

387 youth were engaged in 21st Century Learning.

79% of elementary students feel better prepared for school.

EMPLOYMENT

**36** | **119**  
JOB PLACEMENTS | PAID INTERNSHIPS

JOB RETENTION  
99% of individual participants placed in jobs retain employment one year later.

HEALTH

**179** | **130**  
HEALTH SCREENINGS WERE PROVIDED TO 179 CHILDREN AND ADULTS. | 130 SENIORS WERE ASSISTED IN DAILY LIVING.

# 1,001

1,001 CHILDREN AND ADULTS WERE PROVIDED WITH MEALS.

SATISFACTION

95% of participants believe ECS will do what it says it will do.

86% of participants feel as though their voice is heard at ECS.

# 85%

85% OF PARTICIPANTS FEEL THAT PARTICIPATION IN ECS PROGRAMS HAS CHANGED THEIR LIVES.

# Stories of Success

## AT ECS, WE CARE DEEPLY ABOUT EACH PERSON WE SERVE.

We value our participants for the wonderful, courageous, and talented people they are. We strive to provide them with the best services possible, while recognizing that they are helping us as much as we are helping them. ECS is not in the business of prescribing people with what they need. We are committed to listening to, working with, and empowering people, families,

and communities to be their best selves – ourselves included. Each one of us is on a different journey. Some get a head start, while others find themselves at a misleading roadblock or directionless. Small steps or big strides, we'll be there for our participants for as long as they need us. If we do our jobs well, it won't be for too long – but we'll still be cheering them on along the way.

OUR PROGRAMS

# 85%

85% OF PARTICIPANTS FEEL AS THOUGH ECS  
PROGRAMS HAVE CHANGED THEIR LIVES.



## A DRIVEN MOTHER WITH BIG GOALS

Serving 40 families in Philadelphia, ECS St. Barnabas Permanent Supportive Housing provides long-term rental assistance and supportive services to families experiencing chronic homelessness and a disability. Upon leaving an emergency shelter, Julia came to ECS. This is her story.

Julia recently moved into a new apartment with her three children – two teenagers and a four-year-old. She was experiencing domestic violence and needed to make a move. “I’m glad I got out of that because now I can focus on myself and focus on my children,” she said.

Having struggled in the past, Julia’s top priority is to make sure her kids make better choices than she did. At 16, she dropped out of high school and was pregnant at 19. Before being referred to ECS, she was put out by her mother and grandmother and had no choice but to stay in emergency shelters with her kids. For doing so, Julia says she felt judged.

“[They] always try to bring me down,” she said. They say things like, “oh, you’re never going to be nothing.” Julia is proving them all wrong. She recently enrolled in a program at Drexel University to receive her high school diploma while earning college credits at the Community College of Philadelphia. Already working weekends as a certified nursing assistant, Julia’s goal is to become a registered nurse.

ECS is there for her each step of the way to provide personalized support and life skills workshops, like household budgeting, which help families like Julia’s successfully live independently. “They’re just here to help you be self-sufficient. And I just like to make [my case manager] proud,” Julia said. “That’s one person I know for sure I can call and she’ll have my back and support [me].”

“We’ll all be in school at the same time, helping each other,” she said. “I have to show them the example that Mom can do it, too.”

At home, Julia continues to tell her kids to learn from her mistakes and to focus on their studies. “We’ll all be in school at the same time, helping each other,” she said. “I have to show them the example that Mom can do it, too.”

Years from now, Julia plans to be working full-time and paying her good fortune forward. “Once I get on my feet, I would want to come back here and help in any way, because I like to help people. I thank God every day that this program picked me and my children because they didn’t have to. Where would I be if I didn’t come here? ... There’s no looking back for me now. It’s exciting.” ▼

# 100%

100% of respondents feel as though case managers assisted them in identifying and addressing barriers to self-sufficiency.

### A BRIGHT FUTURE

Julia’s son plans to attend Drexel University after high school. Her daughter dreams of being a fashion designer and is a former participant of ECS’ Seeing Youth Succeed program.



We accomplish more together.

We collaborate with our participants, staff and board, volunteers, peer agencies, and community stakeholders, with whom we carry out our mission.



# A SELFLESS GRANDMOTHER WITH A FULL HOUSE

The ECS Out of School Time (OST) program provides after-school and summer camp services to elementary and middle school students. Caring for six grandchildren, Helga receives support and educational opportunities that benefit the entire family. This is her story.

Two years ago, Helga's son, Angel, left home for the last time. He had been living clean for years, but one setback ended his life tragically when he overdosed on drugs. Since his death, Helga has cared for his children as her own.

During the school year, Helga's grandkids attend the ECS OST program in Feltonville. "My day is never done," Helga said. "If it wasn't for the program and the school ... I'd go crazy. No breaks. Some days I say I wish I could get [rest]." But when you're the beating heart of your family, rest is scarce.

Helga serves dinner for up to 30 family and friends each night. This past year, she participated in the Healthy for Life series, an initiative led by ARAMARK and the American Heart Association, where ECS participants learned budget-conscious food shopping tips and recipes. "It was real nice. I always cook nutritious anyway," Helga said, but thanks to the program, she's stopped cooking barefoot to avoid accidents.

People wonder how she manages everything, but Helga's house is no free-for-all. She runs a tight ship and everyone has chores. "When we're cooking, I tell them, 'somebody pass me the tomatoes!' ... and everybody runs to the kitchen because they want to [help]," she said. "Everybody cleans at one time ... and they hang their own clothes. You go to my house and everything is neat."

"My day is never done."



## MAKING A DIFFERENCE

Helga spoke at the 2016 Partners in Outreach conference, where she shared the difference ECS has made in her life.

# 97%

97% of OST parents feel that the program has been helpful to them and their child.

Helga's been in her house since she was 18. She owns it, but last year, fell so far behind on taxes that her home was nearly sold at a sheriff's sale. Because of the trust she has built with ECS over the years, Helga turned to staff. With the emergency funds ECS sets aside each year, she was able to keep her house from foreclosing. "That was such a big blessing," Helga said. "It saved my house ... and paid the rest of my water bill, so I'm up to date with everything."

In the room where her son last slept, everything remains the way he left it. "One day I'll have to get rid of it, but [not] right now," Helga said. Each week, Helga takes her grandkids to visit their father, Angel, at the cemetery.

"We sit there and eat, and the kids play games ... if we go on a trip, we go visit my son before we leave," she said. "He gets new stuff put up on the holidays." Rain or shine, they're out there. "We'll make him a snowman ... or sometimes we'll do snow angels." ♥

## A CAREGIVER WITH A BIG PERSONALITY

Since 1981, ECS Home Care has served low-income, home-bound seniors throughout the city. Last year, ECS successfully transitioned all participants and staff to JEVS at Home where this work continues. Nicole became an ECS Home Care home health aide years after receiving shelter at ECS St. Barnabas Mission. This is her story.

Nicole has an interesting history with ECS. One day in 2004, out of the blue, her then-husband said to her, "We have to move!" It was a shock. He had been working as a groundskeeper for a real estate owner, and in return for the work, they lived in one of the properties. "We were going to stay there temporarily, we were going to move when a house [came] up ... something bigger for our family," Nicole said.

Her husband found a place for himself, but Nicole and their two daughters had nowhere to go. She called her grandmother, but was denied a place to stay. A friend in Tampa offered her space, but Nicole didn't want to move the kids away from their father. Plus, what if things didn't work out and they were left homeless in an unfamiliar city? She decided to tough it out in Philadelphia.

Nicole and her daughters stayed at ECS St. Barnabas Mission with the hope of finding a home quickly. For four months, she was a model resident. "I gave them every dime I had (for savings), no write-ups, I don't do drugs. It helps when ... you're not getting saucy with the staff or walking around like an angry bird. I took it as an opportunity."

# 96%

96% of St. Barnabas Mission residents reported feeling respected by administration. 96% also felt that the building is both clean and safe.

All the while, Nicole was pregnant. "I remember feeling like the baby was ready to come. I knew. So I go to the front to tell [them], 'I think I'm in labor,'" Nicole recalled. Sure enough, she was, and she delivered her third daughter right then and there.

A week after being rushed to the hospital from St. Barnabas Mission, Nicole and her three daughters moved into transitional housing. She later decided to separate from her husband. "He was in a dark place at that time, and I don't think he was ready to step up ... for me, for us, for our family," she said.

As time went by, Nicole began building a more secure life for herself and her family. She attended life skills classes, moved into a different home through Philadelphia Housing Authority, became a certified nursing assistant, and grew her family.

Six years later, she found a job listing for a home health aide at ECS. "I was a thorn in [the manager's] side," she said. I think I called every other day ... and the rest is history. It totally wasn't planned that I was at St. Barnabas Mission and about six, seven years later ended up working for the same agency. It was in the cards." ▼



### DEDICATED EMPLOYEE

While working at ECS, Nicole served on the Philadelphia Hoarding Task Force and was nominated for the Pennsylvania Homecare Association's Home Health Aide of the Year Award.

We believe that every individual has the courage, capacity, and will to define and achieve their measure of success and to help remove barriers for others in need.

## A HARDWORKING FATHER WITH A WISE OUTLOOK

Meeting weekly, ECS' Fathers Group provides support to promote parental competence and improve parent-child relationships, preventing the need for more intensive services later in life. For two years, Santino has attended these workshops. This is his story.

When Santino was just eight years old, his mother passed away from sickle cell disease. Soon after, he moved in with his grandmother who, two years later, died of cancer. By the age of 11, and after having his world turned upside down far more often than any child his age should have to experience, Santino moved in with his father.

"A lot of it I did not understand, and I felt like I was lost," he said. "I really didn't know what to do. I had to grow up. I played with kids on the street, just learning, you know, bad and good. And I just matured from a lot of different things."

Today, Santino is 32 with four kids of his own – two preteen daughters and a pair of eight-year-old twins. He tries to pass down to his children the values his grandmother instilled in him: manners and respect. "There's not a rule book on how to be a father. There's books on how to be a mechanic and work on cars, but not for that," he said.

He first heard about ECS from his cousin who was enrolled in the RISE Initiative, a program that connects young adults ages 18 through 25 with one-on-one career coaching to land full-time jobs. Although he is a few years older than

"I think we can all learn from each other. I like the atmosphere because it's different minds ... different things [people] can speak on ... what they've been through."

# 100%

100% of the RISE Initiative participants reported that the program helped them a great deal or somewhat in getting them closer to their employment goals.

## SUCCESSFUL OUTCOMES

Upon completing six months in a temp-to-hire role, Santino was awarded for his outstanding attendance and offered a permanent position with his employer.



the program's typical demographic and already employed, Santino learned about the Father's Group from staff.

He's referred a handful of friends to the Group – friends he believes have knowledge to be shared with their peers.

"I think we can all learn from each other. I like the atmosphere because it's different minds ... different things [people] can speak on ... what they've been through," he said. "I definitely listen more than I talk. I feel like if you don't listen when somebody's talking, you might miss out on something. Nobody is wrong in there. What they've been through, they've been through. There's no right or wrong answer."

As for his kids, Santino says he will "always show some sort of love and commitment to being around." ♥

# 90%

90% of all homeless and runaway children are fatherless.

SOURCE: NATIONAL CENTER FOR FATHERING

# Time, Treasure, and Talent

**ECS IS FORTUNATE TO HAVE THE UNWAVERING SUPPORT OF MANY INDIVIDUALS, FAMILIES, AND INSTITUTIONS.**

These most generous gifts of time, treasure, and talent help provide exceptional services to our participants. While some gifts come by mail, others just as valuably are delivered in the hours volunteers spend giving their time and hearts. Thanks to our endowment, 100% of every dollar donated goes directly to programs, and every moment spent serving

others strengthens the ECS community. This year, you donated backpacks for Fill the Bus, visited the elderly in the beloved Dolphins program, you tutored youth, and worked side-by-side with program participants – enlivening the halls of ECS. Your generosity leaves a lasting impression and influences lives for the better.

YOUR SUPPORT

# 100%

100% OF EVERY DOLLAR DONATED GOES DIRECTLY TO ECS PROGRAMS.



## A TRIAD OF VOLUNTEER PROGRAMS SERVED WITH COMPASSION

### 40 YEARS OF SERVICE

Since the mid-1970s, John and Missy Randolph have been members of Trinity Memorial Church, located at 22nd and Spruce Streets.

Community Outreach Partnership (CORP) officially joined ECS in January of 2016. Complementary to ECS’ core mission of serving people in need, CORP conducts volunteer-driven programs to provide compassionate help to homeless, hungry, and elderly individuals in Philadelphia.

In the fall of 1984, a number of state institutions were closed, and practically overnight, homelessness became an epidemic in Philadelphia. “Everybody in the Diocese got a letter from the Bishop asking for churches to look for opportunities to alleviate this problem,” said John Randolph, who would go on to cofound Community Outreach Partnership. “We took a look at space at Trinity Memorial Church (TMC) which had not really been used before.”

Soon after, a town hall meeting was held at the church for community members and parishioners. At first, neighbors were reluctant to take on homelessness, until one woman raised her hand and asked to volunteer because she wanted to be able to tell her six-year-old son that they lived in a neighborhood actually doing something to help. As neighbors were leaving, John stood out front distributing more information and overheard one woman say to her friend, “Tonight, I feel like I rejoined the human race.”

WinterShelter opened its doors to homeless men later that year, and Community Outreach Partnership was born. November 1st through April 30th WinterShelter provides a meal and a bed to 22 men every night. Bethesda Project manages shelter operations while volunteers handle meal prep, distribution, and cleaning duties. “It helps volunteers become more fully-realized human beings,” John said.



Before CORP, the church already coordinated two volunteer programs called *Communicare* and *Cook-Off*. Similar to ECS’ *Dolphins* program, *Communicare* connects a senior to a volunteer who provides companionship – accompanying them on doctor visits, shopping trips, and fun activities. *Cook-Off* was developed by a group of churchwomen who gathered after service on Sunday afternoons to cook, assemble, and package meals to serve seniors living in subsidized housing. In that group was Missy Randolph.

After time, John was looking to retire. During lunch with Dave Griffith, ECS executive director, John found a way to do so that would ensure the work of CORP was in good hands. Dave asked, “would you consider coming under our wing?” John recalled. “It was like a light bulb went off in my head ... I think our missions are very similar ... both have multiple programs in diverse areas.” After careful

consideration of ECS, CORP, the Very Rev. Donna Maree, and the vestry of TMC, it was determined that the partnership would add value to both organizations.

In the church basement, there are two freezers that stored *Cook-Off* meals. “When [the program] first started,” Missy said, “it was ECS that gave us the nudge to go forward by supplying the two freezers. And so now, they’re ready to be returned to their original owner.”

“You guys were generous to CORP years and years ago, and now it’s all coming back,” John added. “It’s actually an amazing story,” he said. “What goes around comes around.” Indeed it does.

For more information and for ways to get involved, contact Nancy DeLaura, manager of volunteer programs, at 215.351.1536 or [nancyd@ecsphilly.org](mailto:nancyd@ecsphilly.org). ♥

## A FAMILY TREE WITH GENEROUS ROOTS

Support in ECS often spans generations. Kurt Brunner, a current board trustee, has served the agency in several capacities since the 1990s. His father, The Reverend Arthur Brunner, also served on the board and was the one who introduced Kurt to ECS. This is their story.

Stories of ECS tend to be told through our program participants – their hardships, their tenacity, and their triumphs. Their wellbeing is why we do this work, and we have counted on generations of giving from generous donors to help us. Our supporters make up the backbone of ECS, just as the individuals and families we serve are our heart and soul.

A staunch advocate for social justice efforts in Philadelphia, Rev. Brunner’s connection to ECS goes back to the 1950s.

As an urban priest in Philadelphia, Rev. Brunner was devoted to the issues that affected his communities. When the Bishop of the Diocese

“The nature of services provided has changed over the years, but not the desire to provide service to those who need it the most.”

of Pennsylvania sent Rev. Brunner and a group of priests to study at Chicago’s Urban Training Center, they were assigned to try an activity called “The Plunge.” Each priest was tasked with living on the streets for one week with no more than five dollars. Grizzled and transformed, the experience strengthened Rev. Brunner’s commitment to equality. Upon his return to Philadelphia, ECS became his valued partner in helping people.

As rector at several parishes in the city, he referred many parishioners to ECS for assistance, knowing ECS was a safe space where they would feel welcomed and respected – regardless their situation.

Rev. Brunner shared his enthusiasm for ECS with his children, Kurt and Lisa, who have become long-time supporters and volunteers. Kurt, his wife, Carol, Lisa, and her husband, Bill, were founding members of Young Friends of ECS. Kurt has chaired the ECS Board of Trustees and served in many leadership positions, heading committees and two executive director searches, including the most recent one that brought in David Griffith.

For the Brunner family, supporting ECS is “a way for us to live our Baptismal covenant,” Kurt says. “An opportunity to share what we have and have been given, be it time, treasure, or talent.”

The Brunners see in ECS the dedication of staff and volunteers, the ever-present need, and above all, the fact that ECS constantly strives to find better ways to provide service to its participants.

“The need is great. ECS has the talent, the energy, and the desire to continue to provide service and support to those whose need is the greatest,” Kurt added. “The nature of services provided has changed over the years, but not the desire to provide service to those who need it the most,” Kurt said. “The strength of ECS starts with the committed staff and volunteers who love what they do and are deeply concerned with making a difference for those who participate in our programs.”

The Brunners trust that ECS will continue to improve the lives of all participants – providing them a space where they can feel as welcomed and respected as those that came before them. ▼



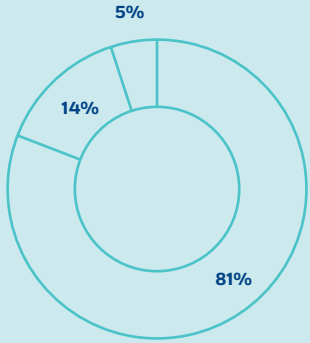
# FINANCIAL SUMMARY

ECS' commitment to fiscal responsibility is a platform upon which the agency is able to grow programs and better serve our communities.

**ECS PROGRAMS**

# 81%

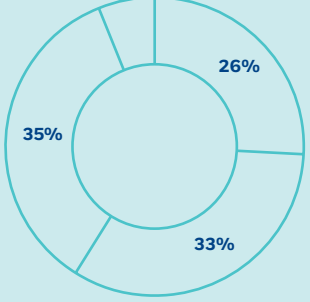
**81% OF THE TOTAL EXPENSES IN 2016 WERE SPENT ON ECS PROGRAMMING.**



EXPENSES	6/30/2016	6/30/2015	% of total
Programs	\$7,182,037	\$6,840,808	81%
Management and General Administration	\$1,531,789	\$1,243,847	14%
Fundraising	\$395,936	\$400,301	5%
<b>Total Operating Expenses</b>	<b>\$9,109,762</b>	<b>\$8,484,956</b>	
Net Operating Results*	\$41,345	(\$222,848)	

\*Net operating results, above the line, in the fiscal year ending June 30, 2015 are attributed to the city-mandated wind-down of the ECS foster/kinship program and to investments made in new programming. Moving into fiscal year 2016, ECS has returned to a balanced budget.

REVENUE	6/30/2016	6/30/2015	% of total
Private Support from Individuals and Institutions	\$2,383,785	\$2,105,666	26%
Public Support from Government Grants and Contracts	\$3,054,511	\$3,234,445	33%
Endowment Income and Withdrawals	\$3,174,200	\$2,553,000	35%
Other (Includes Fee for Service and Trust Income)	\$538,611	\$368,997	6%
<b>Total Operating Revenue</b>	<b>\$9,151,107</b>	<b>\$8,262,108</b>	



ECS' Endowment covers all overhead and administrative costs and was built by the generosity of generations of Episcopalians throughout the diocese.

ENDOWMENT VALUE	
<b>Value of ECS Endowment as of June 30, 2015:</b>	\$60,472,284
Investment Earnings	\$1,257,036
Withdrawals	-\$3,812,417
Additions to Endowment	\$575,921
Investment Performance	-\$989,950
<b>Value of ECS Endowment as of June 30, 2016:</b>	<b>\$57,502,874</b>



## OUR SINCERE GRATITUDE AND APPRECIATION

In the 2016 fiscal year, our supporters have shown us a level of generosity that is as encouraging as it is humbling.

On behalf of staff, the ECS Board of Trustees, and program participants, please accept our sincerest gratitude and appreciation for your support. We are trusted partners in this work, and as we have since 1870, we will continue transforming lives for the better together. Thank you.

Our work is not done, and your continued support keeps us going.

### PHILANTHROPISTS' CIRCLE

The Philanthropists' Circle is comprised of those individuals who have made cumulative gifts of \$100,000 or more to ECS. Their extraordinary commitment exemplifies the very essence of philanthropy as the "desire to improve the welfare of humanity through charitable activities." We are deeply grateful for their leadership support.

Anonymous  
Mr. and Mrs. Richard A. Ashley  
Mr. and Mrs. Thomas L. Bennett  
The Rev. and Mrs. Robert H. Betts  
Mr. and Mrs. Kurt W. Brunner  
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Mr. and Mrs. William C. Buck  
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Church of St. James, Kingsessing

Church of St. Jude and the Nativity,  
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Church of St. Luke and the Epiphany

Church of St. Martin-in-the-Fields,  
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Church of the Advent, Hatboro

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Church of the Holy Apostles and  
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Our leadership program for managerial and director-level staff has evolved into ECS L.E.A.D.S., providing resources to each staff member, building leadership skills, and contributing to a positive and productive culture at ECS.



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