

October 2, 2023

Dear Members and Friends of the Solihnten Institute Community,

It is with mixed emotions that we have received notice from our President/CEO, Bob Johnson, that he plans to retire in the coming year. We are grateful for his leadership and the numerous ways he has made the Institute better during his tenure. We look forward to celebrating his many accomplishments as we prepare for his retirement in the coming months.

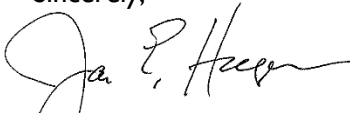
I am thankful that the board of directors has taken succession issues seriously over the last few years, ensuring that we are prepared with a plan for executive transition. For our hard-working staff, Bob will remain at the helm for the foreseeable future. **Any questions regarding the Institute's daily business can be directed to him and the staff.** Until the next stage of the transition process in place, **succession questions should come to me as Chair of the Solihnten Board.** Our staff will continue to respond to any issues related to normal responsibilities with the media, donors, Centers, and others we serve and partner.

The first step in our succession plan involves a meeting of our board's executive committee in the next two-to-four weeks. Their agenda is to identify the membership of a transition committee that will guide the search process. Per the defined succession plan, **the transition committee will include one member of the board's executive committee, two appointed board members, and a mix of other voices with up to seven members maximum.** *It is important to note that no one interested in the position can be a member of the transition committee.* It will be this committee's responsibility to design the search process and make sure that they consider the voices of as many stakeholders as possible.

Our work now begins on a communication plan that will keep stakeholders informed throughout the process. Our assumption is that this will take six months to a year in order to find and onboard our next leader. **I am grateful that Bob has given us ample notice to find the best person to lead the Solihnten Institute so that our crucial mission may continue to thrive.**

Thank you for your commitment to our mission, to insights you'll provide throughout this process, and for prayers that the spirit of Wisdom will be our light.

Sincerely,



Jim Hayes
Solihnten Board Chair

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