

## **Executive Director Retirement and Transition Talking Points**

Overall, **Be Positive** about the organization

### **Some talking points**

Al has been talking with the Board since last summer about his plans.

He is ready for some free time and to pursue some personal interests and his family.

He will likely stay involved in some aspects of the Chesapeake restoration effort. But does not have concrete plans. Will be available to the Alliance in an advisory capacity.

He will be staying in the ED job until it is filled, we anticipate later this summer.

It is great for the Alliance to have the time to plan for the transition of leadership and to have Al stick around to help the new ED

We have a great staff of over 30 and our biggest portfolio of programs, partners and projects ever.

The Alliance is very strong with many successes right now, which is one reason Al felt this was a good time to plan a transition of leadership.