

June 13, 2025

Dear Members of the Board,

After 36 years with Community Care Northumberland, I write to you today with a mix of excitement and some sadness in formally announcing my decision to retire from my position as Chief Executive Officer, at the end of December 2025.

It has been an honour to work in this organization, and more importantly, a real joy working with the volunteers, fellow employees and all the communities we support. Over the past three and a half decades, I have seen Community Care Northumberland grow from a small grassroots organization working with a paid staff of 12 and a volunteer force of a couple hundred dedicated individuals into a large \$6 million dollar not for profit with a staff of over 100 and a volunteer force of 560 enthusiastic community members. I am proud to be leaving this organization that is seen as a respected, trusted, multi-service agency that is a vital partner in the Northumberland community. This journey has been possible because of the passion, commitment, and shared vision of everyone involved — staff, volunteers, community partners, and you, our dedicated Board.

Community Care has been a wonderful place to work, and I am always surprised how fast the time has gone. I am immensely proud of what we have accomplished together, from expanding and adding new programs and services to meeting the changing community needs. We are an agency that lives up to its mission of support, service and care throughout a persons lifelong journey.

As I prepare for this next chapter, I am confident that the organization is well positioned for continued success. We have a strong leadership team in place, a committed staff, and a Board that truly understands and champions our mission.

Thank you for your support, trust, and collaboration over the years. It has been a true privilege to work alongside each of you in service of a cause that matters deeply to all of us.

With sincere appreciation and all the best wishes.

Trish Baird