

Members of the Jubilee Family:

I will be retiring from Jubilee on June 30, 2019. I have put much thought into this decision and I have considered both what is best for me and what is best for Jubilee. When I leave I will have been the Executive Director of Jubilee for more than 40 years. It has been a wonderful career for me and it will be difficult for me to leave the work and the people whom I love so much.

I am so proud of what we have accomplished together here during these 40 years. Jubilee is strong and thriving in every way. We have two strong and capable Boards of Directors, and we have a wonderful and talented leadership team who report to me. Jubilee is well positioned programmatically for the changes that are happening in our field and it is strong financially. I have been working with the Jubilee Association Board of Directors and our leadership team around issues of succession planning for the past several years.

I think the time is right for my transition. I am old enough to want to slow down, and young and healthy enough to still try some new things.

The Board of Directors have a well thought out plan for selecting the next Executive Director. I will support the Board in any way I can during this process. Although new leadership will bring fresh ideas and a new leadership style, Jubilee's values and mission and its strategic anchors and direction are decisions we (Jubilee, Board and staff, families and individuals receiving services) have made together. The Board will be looking for new leadership to build on that foundation and to continue to move Jubilee forward as a leader in our field.

I will continue to be fully engaged with Jubilee over the next months, working with the Board and staff as we plan for the future. I have great confidence that Jubilee will continue to provide great services, will grow in new and exciting ways and will meet the challenges that are sure to come.

Our Board President, Karrie Peterson, will provide you with periodic updates on the Board's work of finding Jubilee's next Executive Director.

Warm regards,

Tim Wiens,

Executive Director

## Note from Jubilee Association Board President

Dear Jubilee Community:

The Board of Directors recently received Tim Wiens's notice of retirement as Executive Director. The Board has very much appreciated working with Tim and is grateful to him for almost 40 years of competent, professional, and collaborative service. Tim has led Jubilee with grace and wisdom and a willingness to try new things to create what Jubilee is today. Thanks to Tim's leadership, Jubilee is widely considered one of the best intellectual developmental disability (DDA) service providers in the State of Maryland. The Board also appreciates Tim giving us the time to ensure we make the right selection for a new Executive Director. Tim will continue to serve in the position of Executive Director until his official retirement on June 30, 2019.

We are committed to finding the right candidate to fill the Executive Director role and will begin this work immediately. **The Association Board will appoint a sub-committee to serve as the Search Committee.**

The Board will also select a search firm to aid in the executive search and selection process.

Beginning with one group home serving seven adults, Jubilee has gradually grown to now serve 135 Individuals in more than 70 locations in Montgomery County. Jubilee has a state and national reputation for providing the highest quality community-based residential services and supports for adults who have developmental disabilities. The organization provides a mix of programming such as the Reaching Out and Phase II programs as well as our Model Housing Partnership program, and we have contracted with the Council on Quality and Leadership to measure our outcomes of these efforts. Jubilee has a strong collaborative culture both within the organization and with external entities. Most importantly, it has a strong executive leadership team, 250 highly trained and dedicated staff throughout the organization to serve in the spirit of love, compassion, and respect for all persons. Jubilee's mission is enduring and its impact on the lives of employees and individuals served remains.

Tim, though transitioning from active service, is committed to finishing strong. The Board is committed to an effective search and transition process. We will also plan ways to celebrate Tim's service and welcome a new Executive Director. The Board and the Search Committee will share periodic progress reports related to the transition process in the coming months.

We appreciate your commitment to Jubilee and its mission. Thank you for your support and efforts during this time of transition. If you have any questions about the transition, please contact me at [kpeterson@jubileemd.org](mailto:kpeterson@jubileemd.org).

Sincerely,

Karrie Peterson  
President, Board of Directors