



*Banyan Community Services Inc.
Banyan Community Services Foundation Inc.
Banyan Non-Profit Management Services Inc.
Camp Maple Leaf Incorporated
The George R Force Group Homes Inc.*

ANNOUNCEMENT FROM THE CHAIR OF THE BOARD

Banyan CEO Joyce Luyckx retiring at the end of the year; search for new CEO underway.

The Boards of Directors of the Banyan group of non-profit organizations is announcing the upcoming retirement of our CEO, Joyce Luyckx at the end of this year. Joyce has rendered invaluable service to Banyan during her time here, initially, as our very capable Director of Finance starting in 2008, then as Chief Executive Officer from 2012 until now.

It has always been Joyce's intention to retire at the end of her contract period and that time is fast approaching. There will be opportunities later this fall to thank Joyce properly for her service and we hope you will be able to join us at that time. For now, we wish to express that the Board is grateful Joyce accepted the role when she did, and we are confident the work she started by helping us develop our current strategic plan, which we launched last February, will be brought to successful completion. This will be due in no small measure, to Joyce's thoughtful and considered input and guidance. Joyce helped to get Banyan on the right path; now it is up to us to keep that forward momentum.

In that vein, we want to inform you of the process we are undertaking to recruit our next CEO. Hiring the CEO is the most important job of any Board of Directors, and we have engaged Catherine M. Pead of CMP Consulting to assist us in this important task.

Cathie has many years of experience in assisting community organizations navigate through transitions, including changes in leadership and CEO recruitment. We are delighted that she will be working with us through this process.

The process will begin immediately, and because this is such an important decision, the process will include gathering input from staff, volunteers, community partners and other stakeholders.

Our consultant will be meeting with staff and speaking with community partners and stakeholders throughout the month of July to learn about what type of leader you think we should be looking for. We hope you will consider that question and share your thoughts with Cathie.

The Board is excited about the future and we thank you in advance for helping us to shape the profile of the next leader of Banyan. It is only with the support of our staff, volunteers, partners and the community that we will be successful. Thank you for your consideration.