



January 2020

Dear Colleagues,

This letter comes with mixed feelings as we announce the upcoming retirements of Ann Mellow and Dan Heischman. I know that I speak for my fellow governing board members when I say that we have been tremendously fortunate to receive the blessings of their collective talents and wisdom. Each has contributed much on behalf of the association while leading with integrity, honor, and grace. With their collaborative leadership styles, an ability to leverage skills and passions from those around them, and pragmatic approach to opportunities and challenges, they have been inspiring leaders and friends to us all.

The strength of the National Association of Episcopal Schools is clearly exemplified by the dedication and professionalism of our staff, as we know from our experience of the transformational leadership of our dynamic duo. The prospect of the two of them retiring in the next two years is daunting—both have given so much of their life and commitment to the association. Our current strength as well as the admiration in which the association is widely held by so many in the school and church world, is a testament to all they have done in the thirteen years they have been with NAES.

It is also a time to congratulate and celebrate the careers of Dan and Ann. In the next two years we will have a number of formal occasions where we can honor their legacy, express our deep gratitude for their significant accomplishments, and wish them God's blessings as they begin the next chapters in their lives. I invite you to share your own personal thanks for their service to Episcopal schools.

The NAES Governing Board is grateful for the manner in which Dan and Ann have crafted a succession plan. As Dan alludes to in his letter, NAES will now undertake a search to recruit and onboard the next Executive Director, with the expectation of this person beginning the 2021-22 school year, following Ann's retirement, to work with Dan in a year of thoughtful transition. I am pleased to say that the process of undertaking that search has already begun. We have assembled a search committee that is dedicated to securing the next leader who can ensure the future success of the association. At our next meeting in Miami later this month, the Governing Board will make important decisions about identifying a search consultant to assist us in this work and establishing a timetable for the process of appointing Dan's successor. We are confident that NAES will attract another extraordinary executive director to lead us to continued growth and influence, and we invite your ideas and suggestions on the type of candidate that will lead the association in the years ahead.

Building upon our enviable legacy of leadership, the thoughtful succession plan that has been developed, and with your prayers and support, the work of this association will continue to thrive. Now more than ever, Episcopal schools play a vital and distinctive role in the world of education; the NAES Governing Board is committed to serving those who uphold these values and mission.

Sincerely,

Edward Kim
President, Governing Board NAES