



Dear Partners and Members,

Bittersweet moments only occur after years of hard work, life-changing events, and the formation of deep personal bonds.

This is my bittersweet moment.

After serving as the Council of Urban Professionals' Executive Director for two years, my final day leading this incredible organization will be Friday, September 23.

In an effort to get back to my roots in technology, I have accepted a position as the CEO of The GEM Consortium (www.gemfellowship.org).

I can tell you firsthand that the commitment and passion of our staff is unmatched and will continue to be a driver of diversity and inclusion across all sectors. I could not be more proud of our team. During my time with CUP, our accomplishments were significant, but the buck does not stop with me.

As always, CUP members are central to our organization. I have no doubt that CUP will continue to serve all of you with the same dedication that has powered this organization for almost 10 years.

After my departure, Avital (Avi) Temchin, Managing Director of the CUP Leadership Institute, and Linda Hassan, SVP of Corporate Partnership and Business Development, will act as Interim Executive Directors until a permanent candidate is selected. During that time, Avi and Linda will work with the board and staff to ensure a smooth transition.

It has been a pleasure working with all of you while driving forward our mission to *connect, empower, and mobilize* the next generation of diverse leaders.

Thank you.

A handwritten signature in dark ink, appearing to read 'Brennon Marcano', written in a cursive style.

Brennon Marcano

Executive Director, Council of Urban Professionals