



April 26, 2019

To all employees of St. Anthony's:

On behalf of the St. Anthony Foundation board and our Franciscan Friar trustees, including provincial minister Fr. David Gaa OFM, we are delighted to announce the appointment of Jose Ramirez as the next Executive Director of St. Anthony Foundation. In addition to a deep compassion and love for the poor, Jose brings over a decade of experience, most recently as Executive Director, at St. Francis Center in downtown Los Angeles. Along with his warmth, experience, and professional skills, Jose fully embraces our Franciscan values, mission and tradition. His first day at St. Anthony's will be Monday, June 17th.

We are also pleased to announce that SAF's current interim director, Tere Brown, has agreed to serve in a new role of Deputy ED, reporting to Jose. This decision was made in consultation with Jose, and we are delighted that Tere will be bringing decades of leadership experience to St. Anthony Foundation. Prior to joining SAF, she served as Chief Program Officer at Catholic Charities of San Francisco for 18 years. Tere has broad and relevant experience overseeing a diverse set of programs, all dedicated to serving the poor and marginalized.

We are very confident that these two proven leaders will provide the necessary internal and external support to help SAF continue to fulfill its mission. They bring experience, energy, and most of all, a commitment to Franciscan values and to the poor. We can't think of a better top leadership team to support all of you in the important work you do.

In closing, we take this opportunity again to express our thanks and gratitude to our now-retired executive director, Barry Stenger, who follows a long line of friar and lay leaders who have served St. Anthony's foundation and its clients with faith, hope and love.

We have also attached a Q and A to address some questions you may have about this transition. Thank you for your continued support.

Sincerely,

Lisa St. Claire and Nils Behnke, Co-Leads of Search Committee

1) Why did the board/trustees decide to hire both an Executive Director (ED) and Deputy ED?

The board, in consultation with the Trustees, made the decision to hire an Executive Director (ED) and Deputy Executive Director based on several things. First, Barry Stenger, our recently retired ED, commissioned a study by an outside firm last year to look at the structure of the organization and one of the recommendations from the study was the addition of a Deputy ED. This was as a result of the growth of the organization and its' need for more senior leadership. Second, timing of the announcement Barry's retirement was coincidental with the availability of a highly skilled programs director in the local area. The board and search committee quickly saw the need to hire an interim director in case the search for a new ED went beyond Barry's retirement date. Given the availability of a skilled interim director in the local area, the board and Trustees decide to move ahead with that role while the search continued. Third, while the search committee was identifying potential candidates, it became obvious only a couple of candidates could assume both roles, but they were not selected for other reasons. At that point, the selection committee presented the Board with the suggestion of formally adding a Deputy ED, that suggestion was immediately approved. The Board further supported retaining the interim director as the Deputy ED based on their experience of working with her in the last few months. The Board and Trustees firmly believe that having both roles strengthens the organization and allows for the building of a next generation leadership team. Lastly, before finalizing on this structure, we consulted with the new ED. He totally supported the addition of the Deputy ED position and fully endorsed the selection of the Deputy ED after having met her in person. In summary, we are delighted to have two very talented individuals join and lead our dedicated team at SAF.

2) Was the new ED chosen because he was in another Franciscan sponsored ministry of the Province?

No, in fact, the Trustees and other members of the Province leadership team were not aware he had applied for the position. All the initial work was done by Waldron Group, who was leading the search efforts on behalf of the Board. It was not known that he applied until the final candidate list was presented by Waldron to the selection committee.

3) Is the new ED moving to SF? When?

Yes, like anyone moving from another city with a family, it takes a period of transition and we fully expect him to be here full time in the next month or so. We would hope he can relocate his family during the summer after his children are out of school. Until such time as he arrives, the interim ED (also the new Deputy ED) has full authority over the organization.

4) How will this impact the organization structure? Will there be other management changes?

That decision will be made by the ED and Deputy ED as they work with the Board on building the organization for the future of SAF. Again, until such time at the new ED is in place, the interim ED has full authority over the organization.



5) What will be expected of me during the transitional period while the new leadership gets settled?

We understand that change is not easy and can present challenges for all employees. We would like to encourage everyone to support our new leaders as they get better acquainted with the staff and the daily routines. Offering a warm welcome to each of them as you continue to serve guests and work with your colleagues is the best way to navigate this transition.

6) Does the board have the power to make such changes?

Yes, the system of governance for SAF requires the Board to make recommendations to the Trustees, who are the leaders of the Franciscan Province of St. Barbara. The Board and the Trustees have been working together very closely during this transition. As the largest sponsored ministry of the Franciscan Friars on the west coast, St. Anthony Foundation is an important part of the Franciscan outreach to the poor and therefore has the focus of the leadership of the Friars. They are very grateful for the teamwork that brought us to this significant announcement.

7) Doesn't the structural change take funds away from serving our guests? Is that Franciscan?

The Board truly believes that his move will further strengthen St. Anthony Foundation for the future and, therefore by extension, this decision is in the best interest of our guests. Part of the Board's oversight of the foundation is to ensure it is fiscally and operationally sound. While that has certainly been our history, the environment that SAF finds itself in is changing right along with the city. As we look forward, there are greater needs and that means a stronger organization to raise funds, operate efficiently to serve our clients and provide a stable environment with growth opportunities for our staff. Ultimately, that translates into caring for those in need around us, which is very Franciscan.