

Chuck,

Within a year or so of my tenure here there came a day when it came crashing down on me that, at some level and in some way, it all was going to depend on me leaning into things to make them happen. I vividly recall that moment. It was sort of intimidating.

Fast forward to several years later when I met you and then worked with you and what I learned from you which was two-fold: first, whatever you commit to, you not only commit to doing it as well as you possibly can but also that you commit yourself to it wholeheartedly with passion and energy. That was a real lesson to me in terms of how to lead and the costs of leading well.

Secondly, the implications of you taking on a project or a goal or a strategy, is your deep and rich understanding of what it will take in terms of expenditure of your energy and passion. And you go to it, and you don't look back, and when you say you will do something you know you will keep your word and stick to it.

So, I say congratulation to you and the team at Grimley. I am thrilled for you and the successes. I know you earned it.

And again, thanks for the lessons on leadership.

And thanks to you and Chad and all of the team for your generosity.

Kevin



Kevin H. Hickey
Executive Director