



Aloha mai!

For many years, the Foundation has been implementing a plan to ensure its continuity and viability. I have shared information about these plans a number of times over the past several years. As you may remember, the plans first called for us to expand the Foundation's board to five members from its original two. As the board was growing, there was also a focus on documenting the Foundation's origin story, values and "DNA", which we have defined as the qualities we inherited from our benefactor, Helga Glaesel-Hollenback. With these elemental pieces in place, new members to the board could learn the history and values and adopt the [DNA](#); all essential to who the Foundation is and how we engage with others and do our work.

In 2019, we began the next phase of our [plan for the future of the Foundation](#), which was the transition of our two Founding Directors. Wayne Pitluck transitioned off the board first and a year and a half later, Hans Bertram-Nothnagel also transitioned from his role as founding director.



The next part of this transition plan is now in place as I have recently told the Board and Staff that next October I will leave my role as the Foundation's first executive director and a member of its board. I shared this news with gratitude, joy, and excitement. I know the Board and the Staff are ready for this evolution of the Foundation that has been planned and anticipated for many years. And, over the next year, I will support them in any final preparations that are needed to ensure this step is as smooth as the last ones have been.

It feels appropriate to share this news with all of you at this time of Thanksgiving, when we often reflect on our feelings of gratitude. Relationships that I have had through my work at the Foundation have enriched my life in countless ways. Mahalo piha to all of you who have opened your selves, your dreams, your struggles, and your accomplishments with all of us at the Foundation. It has been my honor to work with you. My heart is full.

In the new year, you will hear about the Board's plans to complete this phase of the Foundation transition. We appreciate that we can count on you to support us as we continue this transition process and move into the next season in the Foundation's history. As ever, if you have questions or thoughts about this step in the evolution of the Foundation, please let me know.



Me ka ha'aha'a,

**Janis Reischmann**  
Executive Director