

# Presidential Ponderings - April 2024

*The last few months I have been talking (in my newsletter columns) about the inevitability and necessity for change. I noted the mantra (“Change is Good”) that I proclaimed in 2004 when I assumed the Presidency of Londonderry Village. Well, it is now time for another change. As most of you already know, I have recently informed the Londonderry Village Board of my intention to retire in January of 2025.*

*There will be plenty of time during 2024 for me to reflect on the twenty years that I spent as your President. For now, I would just like to share with you my thoughts on “what comes next” concerning your next leader. For several years, I have been in conversation with our Board of Directors regarding my eventual retirement. They, in turn, have been in conversation with a consulting agency that specializes in conducting Executive Search Processes in the senior care field.*

*Several months ago, LV Board members Steve Tilley and Sandy Pintarch met with my Department Head Team to discuss their mutual thoughts and concerns about this upcoming transition. I was not present for that discussion, but I am told that there was a mutual desire to maintain the current ‘corporate culture’ that we all enjoy. The Board has also begun internal conversations about what type of person (e.g., skillsets, experiences, personality, etc.) they would ideally like to have in their next Executive. It may be hard to find, but I know the Board will be looking for someone with either Green House experience or, at least, a passion and familiarity with the Green House model.*

*It is customary, in these circumstances, for the current CEO to “stay out” of the selection process for the next Leader. I am happy to do that, or to help in any way the Board so desires. It is the Board’s primary responsibility, however, to select the next Leader, and I will certainly not interfere with that responsibility.*

*It has been a singular privilege for me to have been your President these many years. Like my predecessors before me, my goal has always been to leave this place in a little better shape than when I arrived. I remain eternally grateful for the support that I have received from the residents, staff and Board. I look forward to all of the things that we can still accomplish together in 2024. Blessings.*



*Thanks for Listening,  
Jeff Shireman, President*