



National Lutheran Communities & Services

www.thevillageatrockville.org
www.thevillageatorchardridge.org
www.thevillageatprovidencepoint.org
www.thevillageataugsburg.org
www.thelegacyatnorthaugusta.org
www.mypotentialathome.com
www.impact1890.org
www.nationallutheran.org

November 18, 2020

Dear Residents, Families, Team Members and Friends:

As your current Board Chair for National Lutheran Communities & Services (NLCS), please accept my heartfelt appreciation for the privilege of serving you and yours, and for your being a part of the NLCS family. Your trust, loyalty and vision are the bedrock of our ministry of service and our long-standing reputation for being exceptional and leading in the field of senior services.

Central to our success has been the strong leadership of our President and CEO, Larry Bradshaw. Larry's spirit, service and hard work have advanced our mission and expanded our ministry since he joined the NLCS family in 2009, bringing with him 30-plus years of senior care excellence. We are indebted to his service and love for NLCS.

As happens with both leaders and organizations, transitions are inevitable. By way of this letter, the Board wants you to know that together with Larry, the NLCS Board is soon embarking on our first-ever CEO succession planning endeavor, as Larry has made the official decision to retire later in 2021. We are grateful that Larry, in consultation with the Board, has identified a year-plus timeline designed to maintain our ministry effectiveness and facilitate transition in a healthy way.

Since 1890 the overarching NLCS mission has always been the same: to honor, inspire and support choice and opportunity in partnership with older adults. That mission still stands, and the NLCS culture of being a fiscally-sound organization with forward thinking plans remains at the core of our operations. Our ongoing commitment to philanthropy and a values-based operational strategic plan also remain at the center of our ministry. In essence, despite this announcement, our operating philosophy remains *ministry as usual*.

We are committed to sharing updated information to provide transparency during the upcoming transition year. As such, if you have questions or are uncertain about any matter, we welcome hearing from you at 240-686-6005 or by email at NLCS@nationallutheran.org. Thank you again for your tremendous support, loyalty, hard work and commitment to the mission and ministry of NLCS.

Sincerely,

Ms. Donna Duss, MSN, RN
NLCS Board Chair

Cc: Mr. Lawrence R. Bradshaw, President and CEO

National Lutheran Communities & Services (NLCS) is a faith-based, not-for-profit ministry of the Evangelical Lutheran Church in America's (ELCA) Delaware-Maryland, Metropolitan Washington, D.C. and Virginia Synods, serving people of all beliefs. NLCS honors, inspires and supports choice and opportunity in partnership with older adults.

2301 Research Boulevard, Suite 310, Rockville, MD 20850 • P 301.354.2710 • F 240.386.8623