

# A Special Message from Our Leadership

MARCH 29, 2023

As an essential partner of the Licking County Foundation, you are among the first with whom we are sharing important news about coming changes at our organization.



*“There’s nowhere you can be that isn’t where you’re meant to be...”*

– JOHN LENNON

That line from one of my favorite songs, “All You Need Is Love”, perfectly describes my time at the Licking County Foundation. In 2007 when I stepped into the President’s role, I gained new perspective on my life in Licking County and the thousands of generous people who live and work in our community. Looking back over my 16 years with LCF, without question they have been the most satisfying, challenging, and joyful years in my career.

It has been an honor and a pleasure to lead this Foundation. Our staff, board, and volunteers work each day to improve the quality of life in Licking County by providing philanthropic leadership and guiding our charitable assets toward maintaining and enhancing the educational, social, cultural, health and civic resources of our community. And the generous people of Licking County, many of whom I’ve had the great privilege to work with and assist, have partnered with us to ensure that they are able to change lives with our help. Their stories, compassion, and dedication to Licking County have long been my inspiration.

And so it is that making the decision to retire at the end of 2023 was not easy, but I have every confidence in our search process that will culminate in finding a new leader who is meant to be at the Licking County Foundation, just as I was many years ago. And, I am truly excited to continue to work with donors and staff to take the Louis Sullivan Building of Newark project over the finish line. Meanwhile, I look forward to connecting with you throughout the rest of 2023 – and beyond!

With Warmest Regards,

A handwritten signature in cursive script that reads "Connie Hawk".

Connie Hawk  
President

[Read more from Molly Ingold on the next page.](#)

HELPING PEOPLE CHANGE LIVES—COMPASSION IN ACTION

**LICKING COUNTY  
FOUNDATION**



*“Life is divided into three terms – that which was, which is, and which will be.”*

– WILLIAM WORDSWORTH

As you know, Connie Hawk has served the Foundation as President since 2007, and during her tenure, our endowment has grown, our organization has thrived, and our programming and funding have made invaluable contributions to Licking County and the region.

Thus, it is with mixed emotions that we announce to you Connie's plans to retire at the end of 2023. True to Connie's leadership style of doing the most important things in the most planful way, this

announcement gives us ample time to conduct a robust search for a highly qualified new President, while ensuring a smooth leadership transition for the Foundation.

Our board and leadership team have been deliberate about succession planning for some time and are well positioned for success. To assist us in this search, the Governing Committee has established an internal search committee and hired a consultant that specializes in coaching nonprofits through leadership succession and executive placement. The search committee is focused on identifying and recruiting a talented, experienced leader who recognizes the importance of philanthropy and the role it plays in enhancing the vitality and opportunity in Licking County. The right candidate will be both innovative and collaborative, and will share our vision for the role of the Licking County Foundation in ensuring a vibrant future for our community.

**There are several important things you should know:**

- Our foundation is strong, and our community impact has never been more critical, as the region is expanding rapidly and the need for philanthropy remains a priority.
- The Foundation continues to meet its fiduciary responsibilities and our funds and investments are secure and growing. During the search, our work to support our donors and to direct funds throughout Licking County where they are needed will remain on course.
- We are thrilled that Connie has agreed to remain with the Foundation in a consulting role to see the Sullivan Building adaptive reuse project, a cornerstone of the Foundation's recent work, through to completion.
- The position will be posted in early April, with interviews to follow. Final candidates will be presented to the full Governing Committee and a new President named by the end of this year. It is planned that Connie and the new President overlap in their leadership.

We are confident that this process will allow for a seamless leadership transition that benefits the community, our donors and the Foundation's future with no disruption to funding or services.

The line from the poet Wordsworth captures both the appreciation of what Connie has accomplished, and the hope our Governing Committee feels for the future. We take seriously the responsibility before us, and are excited for the opportunity to build on what Connie has done during her tenure. We are grateful that even as we consider new leaders, we are fortunate to have Connie's commitment to continued work on behalf of the Foundation and our community. We look forward to providing important updates to our donors and other partners along with us on this journey.

With Deep Gratitude,

Molly Ingold  
Chair, Governing Committee