

Dear Members, Colleagues, Partners and Friends,

In August of 2016, after much reflection, I reached a very personal decision that it was time to launch a new chapter in my career, and ultimately, leave my role as the Executive Director of OCASA.

I began the conversation with the Board of Directors in September 2016 about envisioning such a transition – I have been with OCASA for a significant time (since 2001 on contract, and 2006 as the full-time Executive Director). Of primary concern to all of us has been how to ensure our mission, strategic plan, and at the core – members! – would continue to be supported and strengthened in the steps moving forward. I can assure you that this has happened in a very thoughtful, respectful and well-planned manner with all of us bringing our passion and care for OCASA's mission to the fore.

Since that time, with my encouragement and recommendations, OCASA has moved to a new staffing model, with broader resources for member services. As part of this transition, they have hired additional expertise to fulfill the role of the Executive Director and, starting January 1, 2018, Cindy Gareau will move into this role. She is already assisting me in the management oversight of OCASA, further strengthening the “handing over” phase. With Cindy's background and expertise in association management, I am confident that membership development will only be strengthened with a broader resource base of experience and expertise.

My time as the Executive Director will wrap up December 31 of this year. I will be pursuing a consulting business for non-profits including facilitation and coaching for Boards and individuals. However, I will also continue in a limited consulting capacity to OCASA in 2018, providing sector knowledge and expertise to the Board and staff as needed, and continued support for member services where I have unique experience, particularly including member consultations related to employment and career matters. This fits well with my future endeavours, and is a passion of mine.

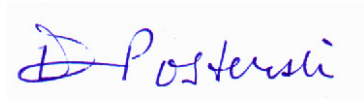
I offer my deep thanks to an exceptional Board of Directors, which collectively brings the gold standard for leadership, collaboration, passion, excellence, integrity and professionalism. Everyone in the system benefits from their work, and from yours - the network of professionals focussed on supporting, growing and encouraging colleagues across the province. Thank you also to those who are our College Ambassadors – these campus leaders are integral to OCASA's success!

I leave this tenure deeply supportive of and grateful for Ontario colleges, those who make them work, and the students who become necessary contributors in our communities. I have been humbled by the exceptional dedication I see every day, and encouraged to seek my own passions, and to be a lifelong learner along the way.

Thank you also to the partners with whom I've been able to share this journey – especially the College Employer Council, Colleges Ontario, CAAT Pension Plan, OCAS, Committee of Presidents, and Human Resource leaders. I have appreciated the challenges, encouragement and dialogue!

And a final word to our members. OCASA has always been motivated by, informed by and led by our members. Without OCASA, the system would have a very large gap, not just around a collegial network committed to the professional growth of all, but also on the very real employment matters and pension. OCASA's role as a trusted and professional partner to the system should be embraced and protected. Get involved. Contribute. Grow. Lead. Enhance. Challenge. Own it.

Thank you again for the honour and privilege of walking with you for the past 17 years.

A handwritten signature in blue ink that reads "D Posterski". The signature is written in a cursive style with a large initial "D".

Diane Posterski