



Dear OARS community,

I'd like to share some important news with you After almost two decades working to restore the health and resilience of the Sudbury, Assabet, and Concord Rivers through OARS, with 12 years as Executive Director, I've decided it is time to retire! **I will be retiring in June 2024**, leaving plenty of time to find the next leader.

It's hard to leave somewhere that means so much to me and has very important work still to do. It's possible because we have a team of smart, energized, insightful, and professional people who are OARS and who will carry the work forward with a new leader. They are also thoughtful and very funny, which will get them through the challenging but rewarding work ahead.

I'm so excited to see OARS' new ecological restoration program with two major dam removal projects in progress to make our rivers more resilient to climate change, realizing a vision over two decades in the making. This is the right time for OARS to take the next step forward, and I will be cheering the team on!

One of the great joys in this job has been to work with so many dedicated volunteers and supporters who care deeply about the rivers and our watershed. You have joined us as members despite knowing that what you "get" for your membership is mainly the knowledge that you are helping to ensure that the people and wildlife in this watershed have a sustainable future. A future that includes the beauty, peace, and excitement of the natural world and—most importantly—the clean water that makes it all possible. Whatever I do next, I will carry and apply the lessons and knowledge I have gained from all of you.

This month, OARS will begin the search for my successor—keep an eye out for the official search announcement and share it in your networks. The next Executive Director will take the reins during an exciting time of change and opportunity. Having grown from its small flood-prone office into a dynamic and engaged team of staff, board members, and volunteers in the Bradford Mill Community, OARS is well-equipped to meet the opportunities ahead. Should you have any questions, please don't hesitate to contact me, or OARS' Board President, Ingeborg Hegemann, at IEHegemann@gmail.com.

With gratitude and best regards,

Alison Field-Juma
Executive Director, OARS

FOR THE ASSABET SUDBURY & CONCORD RIVERS