



EXECUTIVE DIRECTOR
Brian Shupe

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Dear Friends,

I'm writing to let you know that after nearly 13 years in what is arguably the best job in Vermont, I've decided to step down as the Executive Director of VNRC.

While I'm looking forward to the next chapter in my life, the honor and pleasure of having worked closely with such talented and dedicated colleagues, and a committed and supportive Board, makes this a bittersweet decision for me. In what has truly been a team effort, VNRC has grown stronger and more effective since I assumed this role in October 2011, and we have a long list of accomplishments.

We have made significant progress on many of our priorities, including combatting the climate crisis by accelerating Vermont's transition to clean energy and making our communities more resilient to the impacts of a warmer world. We have continued working to protect and restore Vermont's waters, maintain forest health and wildlife habitat, and facilitate sustainable community development and affordable housing while discouraging sprawl. We have successfully engaged in strategic litigation on several occasions to ensure that laws are properly enforced and to achieve our goals when other options are not available.

We have also expanded our work to remove toxic chemicals from the environment, and launched an initiative to collaborate with landowners and state and federal officials to remove derelict dams to restore aquatic ecosystems and enhance public safety.

We have accomplished so much, in part, by reinvigorating our role as a convener and forging scores of partnerships and coalitions across the state. And, we have made important strides to integrate a commitment to equity and environmental justice in all aspects of our work.

I am proud to be leaving VNRC on solid financial footing and with strong systems in place. It is an excellent time to bring on a new leader with a fresh vision and the ability to build on over 60 years of efforts on behalf of Vermont's natural resources, people and communities – and to take VNRC even further.

Our Board has established a succession committee who will be working with staff and an executive transition consultant over the coming months with the goal of bringing on a new Executive Director in August. I will stay on until that time to help ensure a smooth transition. Additional information about the transition process, and future updates, may be found here.

I can't thank our members, partners, Board and staff enough for all of your support, collaboration and shared commitment to Vermont's future. We have accomplished so much together, yet there remains much work ahead. I look forward to remaining engaged in a different role to continue promoting VNRC's mission, one that will involve more time in the woods and less time in meetings, and more time reading books and less time reading emails.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Shupe". The signature is fluid and cursive, with the first name "Brian" and last name "Shupe" clearly distinguishable.

Brian Shupe
Executive Director