

March 7, 2019

Dear Friends,

I am writing to let you know that I am retiring this fall from my role as Girl Scouts of Greater LA's founding chief executive officer. I have notified the board of directors, and it is time to begin the recruitment of a new CEO to step in at the end of six months. I hope that the perspective and skills I brought to our council at the time of realignment in 2008 have served the organization well.

Today:

- we are reaching more girls, especially those from under-resourced areas, and setting a national standard for recruitment practices;
- we are developing innovative, high-impact programs that enhance the Girl Scout Leadership Experience;
- we've acquired new properties and are making significant investments in others, especially our recent Inglewood Innovation Center, and our beloved Camp Lakota scheduled to open in 2020;
- we have achieved a high level of financial stability and adequate operating reserves, realizing surplus budgets and exceeding our forecasts each year since 2013;
- we are creating compelling opportunities for individuals, corporations, and foundations to invest in girls and support the delivery of our mission; and we are strengthening our brand and messaging.

It's important to recognize that these accomplishments are the direct result of the remarkable talent and results-oriented teamwork we have here at GSGLA. I am so proud of the momentum and the focus of this council; our staff, board, volunteers, and partners have set the bar high. We have demonstrated that we are stronger together, and that accomplishment is not tied to a person, or a role—it is all of us. I am confident that our success will continue and be enhanced with a talented new CEO in place, and that our future is brighter than ever.

The board has appointed a board-level search committee, chaired by Westfield Human Resources Executive Bill Nelson, and has engaged Morris and Berger, an expert search firm with a history of recruiting talent to GSGLA including Denise Nowack, Natalie Farrar Adams, and me. This firm is committed to assuring that those of you who want to provide input to the search will have a way to do so.

Each of you -- this council's family and friends -- and our greater Girl Scout Movement have my never ending loyalty, affection, and gratitude for the role of a lifetime. The last 11 years have been, by far, the highlight of my career.

But for now, and until I leave you on Sept. 6, we have some important work to do together. Let's use these six months to do some great things for our girls: those we are serving and those who still need us. You have my commitment that I will stay fully engaged and passionate about our

mission to build girls of courage, confidence, and character who make the world a better place.

Yours in Girl Scouting,

Lise Luttgens
Chief Executive Officer, GSGLA

A handwritten signature in black ink, reading "Lise Luttgens". The signature is written in a cursive, flowing style with a small dot above the first 'i'.