July,6, 2021

Good Morning,

It is with mixed emotions that I make this announcement about a pending change in the leadership of Community Crossroads.

During our June board meeting, we were informed that Dennis Powers will be retiring as our President and CEO upon completion of his contract on June 30, 2022. Dennis has served this board and agency for more than half of its forty two year existence.

Dennis first came to New Hampshire from Virginia in 1990 to serve as Executive Director of (then) Region Ten Community Support Services. From 2002 to 2011 he left us to work in Concord, first as Director of the NH Division of Developmental Services, and later as Executive Director of the Community Support Network. He returned to us in 2011 in the newly created position of President/CEO. Since then he has worked with all of you to broaden the mission of the agency to become a true community resource.

Ordinarily a change of this magnitude would result in a period of uncertainty and turmoil for the organization but the board several years ago incorporated succession planning into our strategic plan in order to assure a smooth transition in leadership.

As a result, it is my pleasure to announce that the board is entering into a contract with Cynthia Mahar, effective this July 1st to serve as Executive Vice President of Community Crossroads. In this role, Cynthia will work closely with the Board of Directors and Dennis Powers over the next 12 months to transfer the knowledge of the CEO so that she will be ready to fully assume those responsibilities on July 1, 2022.

Cynthia has worked for this agency since 1985 serving as a Case Manager, Vocational Supervisor, and Director of Community Support. From 2009 to 2011 she left to become Director of Special Projects in Concord for the Community Support Network (CSNI) but returned to Community Crossroads in 2011 to serve as Executive Director. She is a lifelong learner and earned her MBA from Franklin Pierce while working full time for the agency. She is a graduate of the National Leadership Institute on Developmental Disabilities and has worked throughout the country as a certified SIS interviewer for AAIDD.

I hope that you will join me in wishing Dennis well as he makes the transition into retirement over the next year after a 49 year career in human services. At the same time, I want to congratulate Cynthia on her new position and assure you that the board will be working diligently over the next year to make this a seamless transfer of leadership.

Warmest regards,

Jim Watson

President, Board of Directors