



January 29, 2025

2025 RIHEL Leadership Transition: Letter to the Community
Subject: Leadership Transition Announcement

Dear RIHEL Family and Friends,

It is with a mix of gratitude and sadness that we announce the resignation of Arron Mansika as the Executive Director of RIHEL effective February 2025. Over the past 3.5 years, Arron has been an integral part of our organization's mission to develop and connect health and environmental leaders across New Mexico, Colorado and Wyoming. Under his leadership, RIHEL positioned itself for growth in new sectors aligned with public health and the environment while continuing to serve our long-established community of leadership and coaching clients. Thanks to Arron's efforts and the ongoing leadership and hard work by staff, consultants and volunteers, our 27-year-old institute is poised for continued success into the future.

While we are sad to see Arron leave, we respect his decision to pursue other leadership opportunities, and we wish him all the best in his future endeavors. His leadership came at a pivotal time for RIHEL in two significant ways. First, Arron took the reins from founding Executive Director Kathy Kennedy, and secondly, he helped the organization navigate the challenges arising from the COVID-19 pandemic that fundamentally changed the leadership skills needed in the communities we serve and how leadership training is delivered. On a personal level, we will miss Arron's optimism, creativity, and drive to envision new possibilities for RIHEL while always honoring its proud history and the strength of the community it has developed since its inception.

The Board of Directors is committed to ensuring a smooth transition, and with full support from Arron and the team, work is already well under way to establish an interim leadership structure to ensure that RIHEL continues to thrive during this period of change. In the short term, the Board of Directors will be hiring an interim leader of operations and administration and will continue to collaborate closely with the RIHEL team to ensure that our work continues without disruption. At the same time, we will be preparing for the recruiting of a new Executive Director who can take RIHEL forward and build on the foundation laid by Kathy and Arron.

We remain deeply grateful for and humbled by your ongoing support and dedication to RIHEL. As we move forward, we are confident that together we will continue to advance our mission and create a lasting impact. Should you have any questions or thoughts to share as we navigate this leadership transition, please feel free to reach out to me at the email address or phone number provided below.

The Board would like to express its sincere gratitude to Arron for being part of our journey and for his commitment to support the leaders who protect and promote the health and well-being of our region's people and places.

In gratitude,

Jim Beaudry

Chair, RIHEL Board of Directors

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