



Press Release

FOR IMMEDIATE RELEASE

AUGUST 7, 2025

ANNOUNCEMENT OF LEADERSHIP TRANSITION

Dear LRCS Staff, Individuals, Families, and Community Partners,

We want to share with you an important and personal announcement regarding a leadership transition at Lakes Region Community Services.

After nearly 19 years of service to LRCS, including many years as President & CEO, Rebecca (Bryant) Tolman has informed the Board of Directors of her decision to step down from her role. Becky has given her heart and soul to this agency and has helped lead it through tremendous growth, challenges, and change while remaining grounded in our founding values of inclusion, family support, and community-based services.

To ensure a smooth and intentional transition, Becky will continue in her role full-time through August 31, 2025, working closely with the Board and the leadership team to support operations, the search process for a new CEO, and the transition of responsibilities. From September 1, 2025, through October 31, 2026, Becky will shift to a part-time role while the organization is led by Erin Pettengill, Interim CEO. Erin brings over 13 years of experience in nonprofit leadership and a deep understanding of LRCS and its mission. While her current role is Vice President of the Family Resource Center, Erin has significant experience with the Area Agency and Service Delivery work of LRCS.

In keeping with best practices, the Board will engage a search firm or consultant to lead an open and competitive search process.

Becky will remain available to LRCS through December 31st to provide continuity and support as needed.

Becky's focus will include ensuring a successful redesignation of LRCS as the Area Agency, strengthening internal structures, and mentoring our leadership team to carry the work forward. She will also be working closely with Erin and the executive team to carry out the goals of our new strategic plan and set the stage for the next chapter of leadership.

As the Board of Directors, we are deeply grateful for Becky's leadership, transparency, and commitment to a thoughtful succession plan. She has built a culture grounded in integrity, service, and community, and she leaves a legacy that will guide LRCS for years to come.

We will continue to keep you informed as this transition unfolds. In the meantime, please join us in thanking Becky for her incredible service and in supporting our team during this important time.

With gratitude,

The LRCS Board of Directors