



9 April 2019

Dear Colleague,

I am writing to inform you that the Board of Trustees of Newcastle CVS has accepted Sally Young's decision to step down as Chief Executive effective December 31st, 2019.

Sally has served Newcastle CVS with distinction and, prior to that, has had an outstanding career as a senior leader in both the public and voluntary sectors. As Chief Executive, Sally has led Newcastle CVS to be the effective voice of the voluntary and community sector for over 8 years - and made a difference to the lives of tens of thousands of people in Tyneside through the work of the organisation. Under Sally's leadership, the scope of Newcastle CVS has expanded to include Gateshead and has incorporated the work of HAREF and SkillsBridge. Advocacy Centre North and Ellison Services have both strengthened and deepened their mastery and have received commendation locally, and ACN nationally, for their work.

In March, Sally was recognised by the National Association for Voluntary and Community Action as the joint winner of their award for Leadership for 2019.

Sally leaves Newcastle CVS in a strong position to continue that work in future, having established a sustainable financial base and a robust and talented organisation.

Sally anticipates that the next phase of her life will continue to be highly active and she will be engaged with the issues and challenges that represent her interests.

Replacing Sally in the Chief Executive role will be a difficult task, but the Trustees are committed to finding the highest calibre successor - and the recruitment process will commence shortly. The announcement today is to enable a short period of overlap towards the end of 2019 to allow for a smooth succession.

We very much value all our relationships, in Newcastle, Gateshead and further afield. I wanted to ensure therefore that I wrote to you today to share our news. In the weeks and months to come I'm sure we will have time and opportunity to acknowledge the contribution Sally has made and to look forward to a progressive future for Newcastle CVS and the voluntary and community sector which we serve.

Yours sincerely,

**Simon Elliott,**  
**Chair, Newcastle CVS**