



January 22, 2024

I am writing to share that after 15 years of dedicated service to Heart Havens, our esteemed Chief Executive Officer, Jennifer Boyden, has decided to step down from the role to pursue new opportunities.

Jennifer has been a visionary leader, guiding Heart Havens with passion and dedication. During her tenure, Heart Havens has become the premiere provider of residential support to adults with a developmental disability in Central Virginia and Virginia Beach and the premiere employer of the exceptional men and women who serve as our Direct Support Professionals working on the frontline to uphold our mission. She has worked to ensure the organization is well-positioned to expand services to empower even more people to discover what they love and pursue their hopes and dreams, being a part of the community in the ways they truly want and making decisions for themselves every day.

On behalf of the entire Board of Directors, I would like to express our deepest gratitude for her many contributions. Heart Havens will host a farewell event for Jennifer Boyden in February to celebrate her contributions.

We are thrilled to share that Rebecca Huff, current COO of Heart Havens, has accepted our offer to step into the CEO role upon Jennifer's departure. Jennifer and Becky have been working closely to ensure a smooth transition. The Board is confident that Becky's nearly 15 years experience working in the disability field (including the last 8 with Heart Havens starting as the Tate-Ashland House Manager), education (Bachelor and Master degrees in Social Work), and her demonstrated commitment to our organizational mission and values when making decisions make her the ideal person to lead Heart Havens into the future.

Further ensuring a smooth leadership transition for the organization, Mary Harvey, current Operations Director, has accepted the COO role as Huff transitions to CEO.

Together with our dedicated team and our stakeholders, Heart Havens will continue to make a positive impact and advance our mission.

Sincerely yours,

A handwritten signature in blue ink that reads 'Jennifer Perrow'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Jennifer Perrow
Heart Havens Board Chair