



November 30, 2021

Dear Estuary Program Friends,

On December 28, I will step down as Executive Director of the Morro Bay National Estuary Program after twelve years at the organization and six years in this role. I will be taking an administrative position at Cuesta College and look forward to continuing to engage in the stewardship of our watershed as a supporting community member.

Over the past decade, the Estuary Program has worked together as a community to achieve lasting conservation results. We have protected 2,300 acres and restored more than 400 acres of natural areas. Eelgrass meadows have grown to cover ten times the area measured in 2013. More than 300 volunteers dedicated hundreds of hours each year to collecting high quality data and ensuring restoration success. The Estuary Program now serves as a regional source of expertise regarding eelgrass restoration, creek water quality and habitat monitoring, and collaborative project development. Within the national network of estuary conservation programs, Morro Bay leads in implementing community-based science and monitoring efforts.

Leaving this organization has been a very difficult decision, but I am proud of our accomplishments and confident in our talented team. I am excited by what's to come in the watershed. The next phase for the Morro Bay National Estuary Program will deliver increased funding for on-the-ground projects through federal infrastructure funding, new developments in water quality monitoring techniques and technology, and improvements in habitats for steelhead, otters, and brant.

I am thankful for the opportunity I've had to serve this mission and to work with such a resourceful and dedicated community. Thank you for all you do to keep Morro Bay wild and full of life.

With gratitude,

A handwritten signature in blue ink, appearing to read "Lexie Bell", with a long horizontal line extending to the right.

Lexie Bell

Dear Supporters of the Estuary Program,

The Bay Foundation Board of Directors is grateful for the twelve years of service Lexie has given to the organization, and six years as Executive Director. Her tenure has elevated the partnerships, conservation work, and scientific results of the Estuary Program. While we will miss her leadership and vision, we are already working to find a new leader to keep the Estuary Program moving toward a cleaner, healthier bay.

While the Executive Director position is open for recruitment, we are fortunate to have Mike Multari join us as Interim Director. Mike previously served as the Executive Director of the Estuary Program from

2000 to 2004 and has also been Interim Director during other transitions. Mike brings an intimate knowledge of the Estuary Program and the issues of the watershed. Mike's other experience includes serving as a city planner for Morro Bay and San Luis Obispo, long-time lecturer in Cal Poly's City and Regional Planning Department, and principal at Multari, Clark and Crawford. Mike currently serves on the San Luis Obispo County Planning Commission.

If you would like more information about recruitment for the Executive Director position, please see the announcement posted at: <https://www.mbnep.org/job-openings/>.

Sincerely,

A handwritten signature in black ink, appearing to read "Bill Henry". The signature is stylized with a large, looped "B" and a long horizontal stroke extending to the right.

Bill Henry
President, Bay Foundation Board of Directors