

The Alta Board of Directors wants to take this opportunity to publicly thank and acknowledge Phil for his 15 years of dedication, exemplary service and leadership as Alta's Executive Director.

When Phil came on board 15 years ago as Alta's new Executive Director, the organization was in the midst of probably the most tumultuous time in its history. Due to a variety of performance issues, Alta's contract with the Department of Developmental Services was in real jeopardy. The center was on probationary status and at risk of losing its contract to continue operating. The Board had let go of one Executive Director and the center was then managed by two consultants until another Executive Director was hired. That individual left after a short period of time and an Interim Executive Director was then appointed until the Board fortunately found and hired Phil. When Phil came on board, Alta's reputation with the community was in serious question and staff morale was at an all-time low.

Fifteen years later, thanks to Phil's steady leadership and devoted effort, Alta has regained its status as one of the most effective and respected regional centers in the statewide system. Phil has been able to assemble a team of talented and devoted staff members who provide its 27,000 clients and families with the quality services and support they deserve. Alta now enjoys an excellent relationship with its service providers, clients and their families, community partners, Legislative representatives and staff, and the Department of Developmental Services.

Phil is, without a doubt, a highly skilled, competent, knowledgeable and effective leader. All that is crucial but at the real core of it is Phil's heart and passion for clients and their families. You see this on Santa Day at Alta when his face lights up and the smile never leaves it. You see it, and you know it, when you look at his on-the-ground involvement in helping to make sure during the fire at Sonoma Development Center, which resulted in the residents being relocated to the Dixon fairgrounds, that Alta clients were receiving needed services and support. Phil was on-site helping out, making sure Alta worked diligently to find new living arrangements for people, and reassuring clients and their families.

You see Phil's passion for, and belief in, collaborative relationships as the way to build a community for, and by, the clients and families Alta serves. He never misses a Client Advisory Committee and operates as a true partner – listening to their issues and hopes, and then working hard on behalf of them, and with them, to achieve those outcomes. You see it in the excellent rapport and partnership he has with our Provider Advisory Committee. I think it's safe to say that Alta has a more robust, productive and effective partnership with its PAC than any other regional center. Likewise, the Board of Directors could always count on Phil to keep the focus on clients and families, and to be at every meeting, to be a partner, and to keep us informed.

Phil's drive, commitment, passion and knowledge has made him highly respected and effective on the broader statewide stage too. His wisdom and advice are sought by other regional center Executive Directors. In fact, he led the ARCA Executive Directors group for nearly ten years – far

longer than any other Executive Director has been elected to serve. His thoughts and counsel on the regional center and service delivery system are sought by DDS, ARCA, advocacy organizations and others. People can trust where Phil's coming from – it's the clients.

Phil's entire career has been in service to clients and families. He started in the field working as a provider of services, he was the executive director for a large vendor in Paradise, was the director of Redwood Coast Regional Center and then he came to us. We want to acknowledge this very special man, recognize and applaud his contributions over the decades, thank him from the bottom of our hearts and wish him a wonderful retirement filled with the activities he loves, fun times with family and friends, and the satisfaction of knowing that he has given of himself and truly done good in the world.