



Good afternoon, AIA Minnesota members –

It is with mixed feelings that I reach out to you today. Mary-Margaret Zindren, Hon. AIAMN, our EVP/Executive Director, has accepted a senior leadership position with AIA national and her last day will be November 12, as she'll be starting her new position November 16.

Below is a message from Mary-Margaret:

*I had not expected to be sending this message. At a board gathering in December, I had shared how energized and inspired I am by our work together and that I would be happy to serve this community for another decade.*

*The position I have been offered at AIA national is also inspiring, and it allows me to continue to serve you in a new way, expanding the impact of the great work we've done together in Minnesota. The work will focus on strategy, systems change, culture change, partnerships, and the integration of efforts within AIA national and across the three-tiers of local, state, and national. The portfolio will have a particular focus on the intersection of climate and equity (sustainability, resilience, regenerative design, and equity in the built environment), as well as equity in the profession, support for Emerging Professionals, and K-12 outreach efforts. The title will be Vice President of Equity & Climate.*

*Another benefit of this position: I will be able to continue to reside here in Minnesota, among the people and places I most cherish.*

*Those of you who know me well understand how much I have loved this work. Words cannot express the depth of respect I have for you all and how much I will miss being directly in community with you and with our staff team. My hope is to follow the model of my predecessor, Beverly Hauschild-Baron, Hon. AIA, in remaining close to you all and being available as a resource, while also giving the next staff leader the space to lead the organization's next chapter.*

*I hope to see many of you at the Minnesota Annual Conference events November 9-11. Until then, I'll be doing my best to button things up and to make the most of my remaining time with you.*

*With deepest gratitude,*

*Mary-Margaret*

Earlier this week, Mary-Margaret and I discussed next steps with the other AIA Minnesota officers as well as the presidents of the local chapters and the MAF. Discussions are underway for how roles and responsibilities will be handled in the interim, and how a search for the next EVP/Executive Director will be conducted. Once these plans are solidified with the AIA Minnesota Board of Directors later this month, I will share them with the membership. As in the past when we have faced challenges and circumstances that require us to embrace change, our amazing volunteer leaders and dedicated staff will make every effort to minimize disruptions to the services and programs we provide.

On a personal note: I want to thank Mary-Margaret for her full-throttled dedication to the architecture community of Minnesota over these last 11 years. I have been, and remain awed by her intelligence and compassion as she guided us in our constant evolution as an organization and a profession. If we can take any solace in this bittersweet moment, it is that she will now be doing this ground-breaking work at a national level. I look forward to seeing her thrive in this new role.

Thank you in advance for your support and continued engagement in AIA Minnesota during this time of transition. I will be in touch again soon.

Phillip Koski, AIA

President, AIA Minnesota





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