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Michelle Yesney  
Chief Executive Officer

April 20, 2022

Members of the Board:

I am hereby submitting my resignation as CEO of Mickaboo Companion Bird Rescue. I initially expected this to be a very short tenure, and it has actually been quite long. It is, however, time that I stepped down. The resignation applies only to my position as CEO - I am not leaving Mickaboo, and I am not leaving the Board (unless you decide to throw me off!). There are a lot of fosters still in my house.

It has been my belief for some time that Mickaboo has reached a size and level of complexity that warrants professional leadership - something similar to the traditional Executive Director associated with most nonprofits. Not just a manager but a senior level executive to provide leadership for the organization and assist with fundraising. I believe that someone of that caliber should be paid.

To help with the transition to that configuration. Richard and I will make a \$100,000 gift to Mickaboo. While it is an outright gift, I hope you will choose to use the money to evaluate and help accomplish the next stage of development for Mickaboo, without causing a drain on operating funds.

The senior volunteers have been working on plans for Mickaboo to continue operating without interruption or difficulty. I am confident that will be the case. It has been a privilege to work with all of you in support of this incredible organization.

Sincerely,

[signed by]

Michelle Yesney