



CEO Opportunity Presentation



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Opportunity Summary

Londonderry on Tred Avon, located in Easton, MD, is seeking an accomplished, engaging senior living executive with high integrity, strategic vision, strong interpersonal relations skills, and exceptional leadership ability. This opportunity is a great career move for a collaborative, performance-driven leader to join an organization that is committed to enriching the lives of those they serve through excellence in senior living, life-enhancing activities, and person-centered care.

Located near historic Easton, Maryland, on the Tred Avon River, Londonderry on Tred Avon is among the most desirable Independent Living communities in the region. Founded in 1992, Londonderry was the first cooperative independent living community on the Eastern Shore of Maryland. This intimate community for adults ages 62+ offers a variety of housing options with 26 convenient apartments to 102 spacious cottages among 29 acres, including 1500 feet of waterfront shoreline.

Resident owners enjoy the amenities that make Eastern Shore living easy, including full-service dining, stress-free maintenance, and convenient transportation. Londonderry on the Tred Avon's traditional cooperative real estate model offers financial and tax benefits while simplifying retirement living.

The Role of CEO

Serves as Chief Executive Officer of the Londonderry on Tred Avon, a cooperative, independent living community, reporting to the Board of Directors and accepts the responsibility for the success of the enterprise.

Board Collaboration

- With the President of the Board, enables the Board of Directors to fulfill its governance function, and facilitates the optimum interaction between management and the Board.
- Effectively collaborate with the strong personalities that are often present in the boardroom and formulate a dynamic that helps them to work together productively.
- Board members rely on the CEO to share all material information needed for decision making to allow them to fulfill their obligations as directors in a timely manner effectively.
- Participates in the formulation of policy and provides leadership to achieve the community's mission, strategy, and its annual goals and objectives.
- Keeps the Board fully informed, reporting all-important operational issues.
- Works closely with the Board to facilitate the smooth operation of the committee structure and provides timely and open responses to the residents' and committees' inquiries and suggestions.
- Works closely with the Board, staff, committees, and residents to assure that the community has a strategic plan for the years to come.
- Performs any other duties as assigned by the Board

Budget Development and Oversight

- Responsible for the overall financial performance of the community, including the preparation and implementation of operating and capital expenditure budgets, and providing timely monthly financial statements and revenue forecasts.

Strategic Planning

- Leads the development of the community's short-term and long-term strategies.
- Sets strategic goals and makes sure they are measurable and achievable.
- Communicates final strategic planning documents to Londonderry on Tred Avon stockholders and staff to ensure clear communication and expectations are established.

Leadership

- Responsible for development and maintenance of an effective management team; directly supervises Controller/HR Director, Marketing Director, Dining Services Director, Activities Coordinator, Building & Grounds Director, Health and Wellness Coordinator.
- Manages the recruitment, hiring, training, supervision, and evaluation of senior staff.
- Provides leadership by example, demonstrating credibility, discipline, accountability, transparency, and energetic team orientation.
- Ensures accountability, communication, and good working relationships between the staff and residents.

Regulatory Compliance and Risk Management

- Ensures compliance of programs and facilities with regulatory agencies (city, state and federal)
- Assesses risks and ensures that the community maintains appropriate insurance coverage.

Communication and Public Relations

- Establishes and maintains an effective system of communications throughout the community.
- Communicates on behalf of the community with any stake-holders, board members, residents, government entities, and the public.

About the Community

Londonderry on Tred Avon has won numerous awards and accolades from publications including "Best of Eastern Shore" "Best of Coastal Style" and won "Best Large Business" awarded by the Talbot County Chamber of Commerce

- Londonderry on Tred Avon is located near historic Easton, MD on the Tred Avon River
- Founded in 1992, Londonderry was the first cooperative independent living 62+ community on the Eastern Shore of Maryland.
- The community is now home to over 100 cottages, 26 apartments and 150 residents and residency here is in high demand.
- The community is beautiful, financially stable, and is unique and desirable for its location, design, and amenities.
- In this resident-driven culture, co-op owners maintain control over their investment and have a say in how the community is managed and operated.
- The Londonderry cooperative community offers the financial benefits of real estate without the burden of home maintenance.
- As a shareholder in the cooperative, residents may recoup all of their initial investment, plus appreciation, dependent upon the market's performance.

It's easy to see why Londonderry on Tred Avon has become a top choice for senior homebuyers in the

Chesapeake Bay area. Services and amenities included in residents' monthly fees include:

- Bi-weekly housekeeping
- Wellness coordination, RN on call 24/7, and 24-hour emergency call
- Utilities (except, cable TV, Internet, and telephone service)
- Real estate taxes and property insurance
- Maintenance inside and outside, landscaping, appliance repair and replacement, heating and cooling, snow removal, and trash service three times per week
- Transportation on campus and 24-hour security
- YMCA membership, clubhouse with gym, swimming Pool
- Salon, Living Room, Multi-purpose room, Arts and crafts room, and a Look-out tower

Qualifications

Education

Bachelor's Degree, ideally in a business/healthcare-related field with a Master's Degree preferable

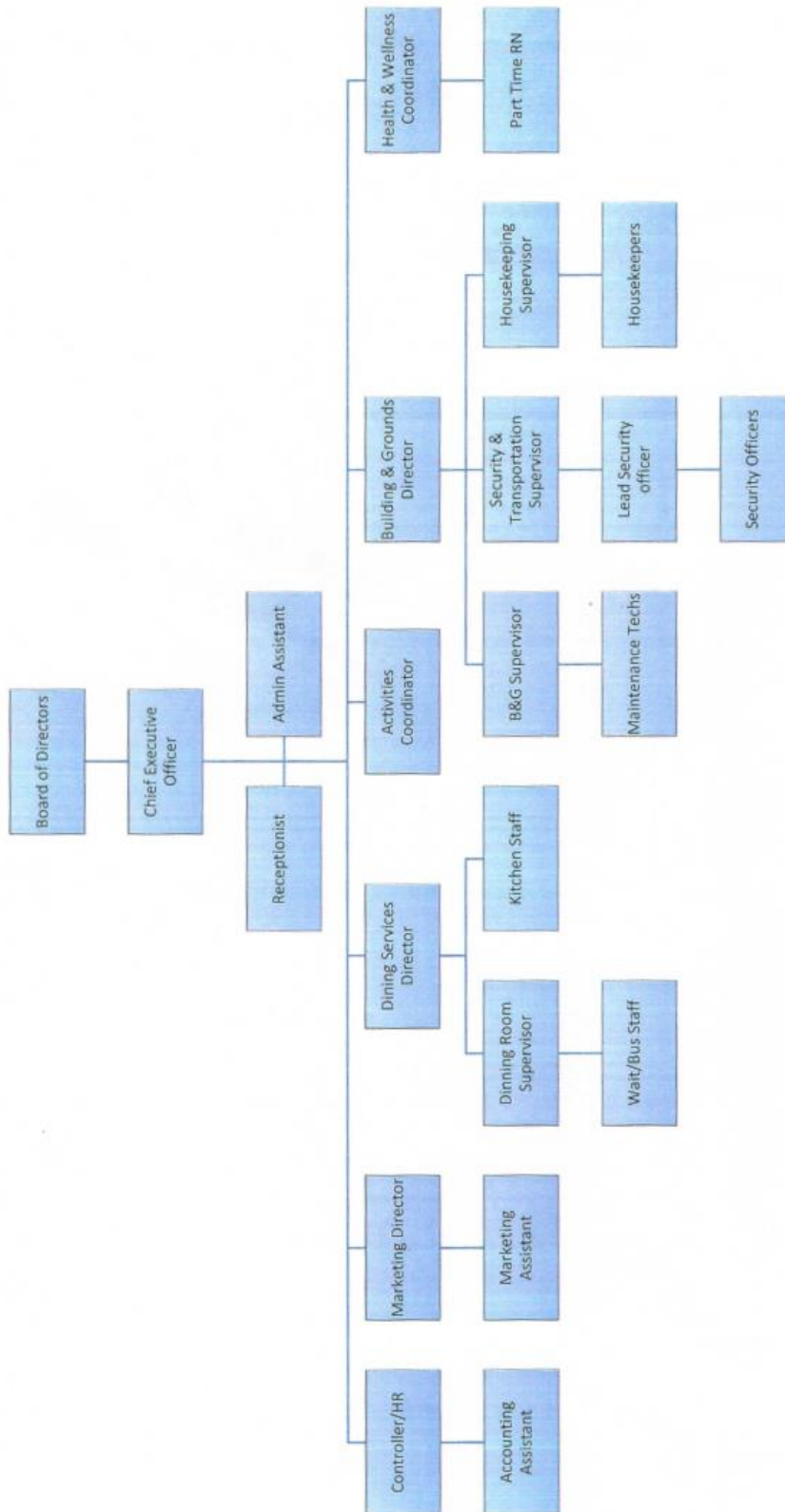
Industry Experience, Knowledge, Skills, & Abilities

- Five years of experience in operations management, and a minimum of three years of experience in senior living administration with demonstrated success in meeting goals specific to independent living.
- A proven leader with high integrity, vision, strong interpersonal relations skills, and outstanding leadership qualities.
- Understanding of Londonderry's cooperative governance and By-Laws. (<https://www.peoples-law.org/basics-forming-and-maintaining-cooperatives-maryland>)
- Exhibits a commitment to the position and the geographical area.
- A leader who can build a culture of respect for seniors and who is sensitive to and committed to advancing Londonderry on Tred Avon.
- An executive who can expand on an environment that offers a high quality of work-life for its employees.
- An executive skilled at establishing positive working relations with staff and with residents.
- Willing to pursue continuing education for self and staff.
- Must be familiar with laws in State/Federal health care and labor law areas.

Londonderry on Tred Avon is an equal opportunity employer who celebrates diversity with a commitment to creating an inclusive environment for all employees.

Organizational Chart

LONDONDERRY ON THE TRED AVON ORGANIZATIONAL CHART



About Easton, MD, Cultural Capital of the Eastern Shore

Easton, Maryland, was named "Best Small Town Cultural Scene" by USA Today. Easton is an arts and cultural center with a population 16,500+ individuals who love living in a small town that offers the best of many worlds: access to large metropolitan areas like Baltimore, Annapolis, Washington, and Wilmington; good health care from a strong local hospital and medical community; casual and gourmet dining; shopping for all budgets from collectibles to fine antiques; eclectic art galleries; several public golf courses; the splendid Chesapeake Bay and its tributaries in their backyard for sailing, canoeing, kayaking, and crabbing; a historic Town Center with Colonial and Victorian architecture; and an active local community that welcomes new ideas and enthusiasm.



Discover the History Easton's vibrant history features a significant Colonial footprint and a wealth of 18th- and 19th-century architecture. When the Quakers arrived in 1682, they constructed the Friends Meeting House — now one of the oldest churches in the United States. By the late 1700s, the town had grown so large that Maryland's legislature authorized construction of a courthouse, at which time Easton was deemed the "Colonial Capital of the Eastern Shore." Today, researchers are actively investigating "The Hill," a historically free African American community that scholars believe will prove to be the oldest in the nation still in existence.

Explore the Town Stroll through Easton, and you might get the feeling you're strolling through the set of *It's a Wonderful Life*. But Bedford Falls has nothing on Easton! Explore art galleries at every turn, shop high-end boutiques, and dine in gourmet restaurants. Seek inspiration at the Academy Art Museum, then catch a comedy show, concert, or classic film at the Avalon Theatre. Search for your roots at the Talbot Historical Society, which houses more than 10,000 artifacts, a document archive, and a vast photo collection. For added excitement, visit during one of our many festivals, such as Plein Air Easton and the Waterfowl Festival.



Get Back to Nature If the great outdoors are what you're looking for, Easton has plenty to offer. The Pickering Creek Audubon Center offers more than 400 protected acres of forests, wetlands, and wildlife. Following a day of hiking, bird watching, and even canoeing the marsh, set out for a scenic bike ride—there are designated routes for cyclists of all levels. For a nautical adventure, explore the Tred Avon River by sail, paddle, or motor. Or if you're looking to practice your swing, pack your clubs and hit the links. Easton claims two of the county's three championship golf courses.

Process for Consideration

Please direct all questions, interest, nominations, and resumes to Frank Duncan by email at Frank.Duncan@LMHurley.com

LM Hurley & Associates is an award-winning executive search firm that has worked exclusively in senior living for over 20 years. We are strategically positioned to meet the talent needs of senior living organizations ranging from C-Level to facility-level management. We conduct retained searches for senior-level management positions and engagement searches for mid-level management.

Visit www.lmhurley.com to learn how we excel in the senior living space.

The information contained in this opportunity presentation should be relied on for informational purposes only. This information has been copied, compiled, or quoted in part from Londonderry on Tred Avon documents and personal interviews and is believed to be reliable. While every effort has been exerted to ensure the accuracy of this information, the original documents and factual situations govern.