

Utrecht, 1 October 2015

## **Re. Changes to Management Structure**

Dear friends,

We wish to inform you of some upcoming changes to our management structure. After eight years of inspiring leadership our Executive Director, Luke Disney, has informed the Supervisory Board that he feels the time is right to step back from his day-to-day management role at North Star in order to be able to pursue new challenges. Luke and the Supervisory Board have had harmonious and comprehensive discussions on the timing and nature of the transition to new leadership. Together we have agreed on a process that we are confident will ensure that North Star continues to grow and flourish during the coming period.

Even as Luke moves to pursue new interests outside North Star's remit, he remains committed to the organization and its mission. He will continue in the role of Executive Director during the recruitment process, and will remain engaged with the organization during the remainder of the transition period. Operational management of North Star's network of Roadside Wellness Centres (RWCs) will continue in the safe hands of our Regional Directors, Ms. Eva Mwai (East Africa) and Mr. Paul Matthew (Southern Africa).

The Supervisory Board is deeply grateful to North Star's founding Executive Director for the energy and drive he has put into building the organization. Under Luke's leadership, North Star has grown from a pilot project in Malawi to a fully-fledged, award-winning organization that today employs over 160 people working in 32 RWCs spread across 12 countries. During Luke's tenure North Star has formed partnerships with over 70 public, private and civil society organizations, helped open 50 RWCs, and has provided over 1,000,000 treatments to truck drivers, sex workers and hard-to-reach roadside communities.

While we will miss Luke's daily guidance we are fully confident that the strong team and organization that he has built will ensure a smooth and supple transition.

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If you have any questions regarding the transition process please feel free to contact Pim de Graaf (WGraaf1951@kpnmail.nl). If you have questions for Luke regarding his decision or future plans he remains available at [luke@northstar-alliance.org](mailto:luke@northstar-alliance.org).

Yours in health,

A handwritten signature in blue ink, consisting of a large, stylized 'B' followed by a long horizontal stroke that tapers to the right.

Bas Janssen

Chairman Supervisory Board  
North Star Alliance