As the Executive Director of Epic-Cure Inc., I, Sunny L. Mulford, am pleased to present a brief succession plan to ensure continuity of leadership and organizational stability in the event of my departure, whether planned or unexpected. This plan identifies potential successors and includes a governance resolution for the Board of Directors' consideration and approval.

Succession Plan

Identified Successors

1. **Interim Replacement (Short-Term)**
    - **Name:** Ken Mulford, CFA
    - **Position:** Co-Founder and Managing Director
    - **Rationale:** Ken has extensive knowledge of our programs, operations, and strategic goals. They have demonstrated strong leadership skills and have my confidence to step in temporarily while a permanent replacement is identified.
    - **Role in Transition:** Serve as Acting Executive Director for up to 6 months, managing day-to-day operations and supporting the Board in the transition process.
2. **Permanent Replacement (Long-Term)**
    - **Option 1:** Ken Mulford, CFA
    - **Position:** Co-Founder and Managing Director
        - **Rationale:** Ken has a proven track record in nonprofit management, deep institutional knowledge, and alignment with our mission. They are well-positioned to assume the role permanently following a formal search process.
    - **Option 2:** Internal or External Recruitment
        - **Rationale:** Should the Board determine that an external candidate is preferred, a search committee will be formed to identify and recruit a qualified leader with the necessary skills and vision to guide Epic-Cure Inc. into the future.

Succession Process

- **Immediate Action (Within 48 Hours):** Upon my departure, the Board Chair will appoint the Interim Replacement to assume the role of Acting Executive Director.
- **Short-Term (1-3 Months):** The Board will convene a Succession Committee to assess organizational needs, review the interim leader's performance, and decide whether to pursue an internal promotion or external search.
- **Long-Term (3-6 Months):** A permanent Executive Director will be selected, onboarded, and supported by the Board and staff to ensure a smooth transition.

Governance Resolution

Resolution of the Board of Directors of Epic-Cure Inc.

Subject: Approval and Implementation of Executive Director Succession Plan

Date: April 4, 2025

WHEREAS, the Board of Directors of [Nonprofit Name] recognizes the importance of ensuring leadership continuity to sustain the organization's mission and operations; and

WHEREAS, the Executive Director has submitted a succession plan identifying interim and permanent replacement options, along with a process for transition;

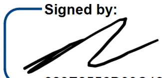
NOW, THEREFORE, BE IT RESOLVED that:

1. The Board approves the Succession Plan as presented, with [Ken Mulford designated as the Acting Executive Director in the event of the current Executive Director's departure, effective immediately upon such an event.
2. The Board authorizes the formation of a Succession Committee, to be chaired by Ken Mulford, to oversee the transition process and recommend a permanent replacement within six months of the Executive Director's departure.
3. The Board may amend this plan as needed to reflect organizational priorities and circumstances, with any changes requiring a majority vote.

Adopted by the Board of Directors on April 4, 2025, by a majority vote, with 6 Yes votes and 1 abstention*.

Signed:

Signed by:



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Sunny L. Mulford
Chair of the Board
Executive Director

*** Votes by Board member:**

Sunny Mulford	Yes
Ken Mulford	Yes
Hanna Layton	Yes
Michele Anderson	Yes
Wendy Lantz-Caudill	Yes
Wilson Bradshaw	Yes
Jeremy Manning	Abstain