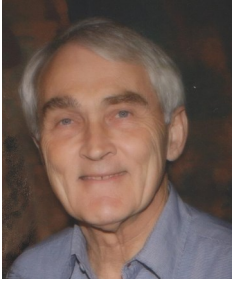


Mission Road Ministries (MRM) and Mission Road Developmental Center (MRDC), an affiliated agency of MRM announced Toby Summers will retire as Chief Executive Officer of MRM effective July 1, 2023 and continue on our team as an advisor until 2024. Carol White, currently President and Chief Operating Officer of MRM, will succeed him as President and Chief Executive Officer. Lora Butler, current President and Chief Operating Officer of MRDC is promoted simultaneously to President and Chief Executive Officer of MRDC. Understanding the importance of governance foresight, intentional planning and the perpetual nature of all organizations, the MRM Board of Directors voted unanimously in support of the succession plan in 2019 allowing Mission Road more than four years for effective implementation of the leadership change.



### **Toby Summers**

Toby served as CEO of MRM for 18 years. Since 2005, following a career with Coca-Cola Southwest as its President, Toby shared his business and legal experience to work with the Mission Road Team to become among the most financially stable and admired non-profit agencies in Texas. Toby, a graduate of The University of Texas School of Law, has helped lead the Mission Road Team to become both a strong business that is also a strong programming agency. Under his leadership, Mission Road remained an organization with no debt, low overhead, and a strong asset base including a healthy operating reserve. Equally important, Toby maintained a long list of legacy friends and donors. Furthermore, he inspired and welcomed many new supporters and leaders who share his passion and enthusiasm for helping people with IDD to reach their greatest potential for independence, productivity and inclusion in the community.



### **Carol White**

Carol joined the Development and Fundraising team in 2011 and has served as President and Chief Operating Officer since 2019. She received her undergraduate degree from Wellesley College and her MBA from Northwestern University. Her previous experience includes work at IBM and Clarke American, where she led the corporate marketing team, supporting sales efforts nationwide. A lifelong supporter of Mission Road, Carol began volunteering as a teen through First Presbyterian Church, and served on the board during the first major, campus-wide capital campaign. Carol believes continuing to strengthen the agency's solid financial position while simultaneously identifying and training our next generation of leaders in her areas of responsibility is critical to Mission Road's success, both now and in the future. An additional focus will be upgrading Mission Road's technology infrastructure to take advantage of new opportunities for both clients and staff.



### **Lora Butler**

Lora Butler began her career at MRDC as a direct care professional in the Children's program in January 1994. Four years later, Lora obtained her Society for Human Resource Management certification and was promoted to Director of Human Resources, where she developed the agency's first full-service Human Resources department. Lora was promoted to Executive Director in 2002, under the leadership of Mission Road's second CEO, Bob Murray. Prior to her nearly 30 years at Mission Road, she worked for the San Antonio Light Newspaper, utilizing her degree in Journalism from Drake University. Lora feels that developing the next generation of young leaders within Mission Road is the foundation for cultivating a stable workforce that understands the need for continued financial stability while providing quality care. Lora is further committed to identifying new opportunities for growth to remain relevant to the people we serve... now and for generations to come.