



Dear Arizona Golf Family,

First, I appreciate your interest in learning more and hope to provide a brief sense of my experiences in Arizona and intentions as I move forward with the next step. Equally, I hope to convey the sheer amount of gratitude and excitement I hold for the Arizona Golf Association and the wider golf community as it looks toward massive opportunities and possibilities.

This discernment process and decision to move on from the role of Executive Director has been a personal and vulnerable moment for me. What started with expectations of building a new life and long tenure here in Arizona quickly turned into moments of deep reflection around curiosities and motivations outside the game of golf. Since moving here two years ago, the desert has "opened me up" in ways I did not expect.

For the last 25 years, the game of golf has made up a major part of my identity as a person. I vividly remember one of the first championships I watched on TV – tape-delayed on a VCR system in our family living room with my dad on Father's Day. Payne Stewart saved par on the final hole to win the 1999 U.S. Open at Pinehurst by a shot over Phil Mickelson, who became a father himself the next day. For many of us, the game has and continues to embody and strengthen our bonds with family. From there, I was hooked on golf, with fanhood quickly leading to competitive participation and eventually a career in the industry. I was fortunate to join the USGA staff the day after the final round of the 2014 U.S. Open (also held at Pinehurst) and I am forever indebted to my mentors and colleagues at the national office.

Now, I'm at a point in life where I'm ready to explore other pockets of my identity and aspirations outside of the golf industry. In the immediate future, I plan to head further west (without golf clubs) to a small town on the west side of Hawaii's Big Island. While this move represents a transition, both for me personally and the organization, I am confident that this period will be handled intentionally and with care by all those involved.

I could not be more eager and optimistic about what lies ahead for the Arizona Golf Association, now known as "AZ GOLF" for short. Collectively, the industry is as strong as ever, and the demand for our game across the state (in traditional, and non-traditional ways) is at an all-time high. The cooperation among the local golf organizations continues to grow as we work toward the goal of coming together at the Papago Golf Outreach Center in 2025. Under the leadership of Gregg Tryhus and the Arizona Alliance for Golf, we are building an advocacy and innovation "hub" for the game that is slated to become the standard for aligning organizations at the grassroots level to serve the game locally. Couple this evolution with AZ GOLF's commitment to become a more open and welcoming community for all golfers has me bullish on the future here in Arizona.

In closing, thank you for your support and the incredible opportunity to lead the staff at the Arizona Golf Association. Thank you to Bob McNichols, Tim Brown, John Souza, and the members of the Executive Committee for entrusting me to help lead this organization during its 99<sup>th</sup>, 100<sup>th</sup>, and 101<sup>st</sup> years. Thank you to the volunteers, players, and entire membership who together make up the backbone of this historic association. And finally, thank you to the AZ GOLF staff members, who work passionately and tirelessly to serve the game every day (no matter the temperature). You have brought me immense joy since joining the team. Together, you are the best people on the planet to steer this ship, and I can't wait to see what's next.

With gratitude,

A handwritten signature in black ink, appearing to read "Lee".