



January 22, 2025

Dear Partners and Colleagues,

I have been honored to collaborate with you, as an agency partner, over many years in service to children, families, caregivers, and community through this impactful nonprofit organization. I celebrate the fact that we have come a long way towards strengthening communities via the early care and education services in the nonprofit sector. I am excited about the opportunities that await to build upon the family resources services and early care and education systems in this state and particularly in Alameda County.

It has been a journey filled with good days, bad days, ups, and downs. As a country, we are not where we should be in ensuring every child and family has what they need to thrive. Surely the good days have made the journey worthwhile.

I began my career with 4Cs of Alameda County in 1986. After leading 4Cs of Alameda County for 19 years – and serving at the agency for almost four decades - I am ready for my next adventure. This letter is to let you know that I am planning to retire from the role of CEO at 4Cs of Alameda County in June of 2025.

4Cs has an extraordinarily strong and capable leadership team. I am confident and excited about the future of the agency. Our Board of Directors has selected Carlson Beck Executive Search firm to complete the search for the next Chief Executive Officer.

It is my intention to be fully engaged in my role as CEO and the work of 4Cs until the transition is complete. I look forward to continuing to partner with you as we move through this period of change.

Be well,

A handwritten signature in cursive script that reads "Renee S. Herzfeld". The signature is written in black ink and is positioned to the left of a vertical line.

Renee Sutton Herzfeld, CEO