



Dear Friends,

After 27 years with Adolescent Counseling Services—and 21 of those as Executive Director - **I have made the heartfelt decision to step down at the end of 2025.**

This is not a decision made in haste or due to any single event, but rather one that reflects a natural and healthy evolution—for myself and for ACS. I approached our Board in March 2024 to begin this conversation, and together we've started crafting a thoughtful succession plan that reflects our shared commitment to strength, stability, and continuity.

I remain as passionate and engaged in ACS's mission as ever, and I will be here through the end of 2025, helping to lead a smooth transition, celebrate our 50th anniversary, and cheer on the next chapter of this incredible organization.

When I first joined ACS in 1998, we were a small but mighty team. Today, we are a vital, widely respected mental health agency serving thousands of youth and families across Santa Clara and San Mateo Counties. Through your partnership and belief in our work, we've grown not just in size, but in impact, in courage, and in reach. We've expanded programs, embraced innovation, and held tight to the belief that every young person deserves compassionate mental health care.

Over the years, I've been deeply honored by the recognitions ACS and I have received - from acknowledgment by the U.S. Congress and the Santa Clara County Behavioral Health Board, to the 49ers Foundation Unity Award - but each of those honors reflects something far greater than one individual. They reflect the strength of this community, the dedication of our team, and the transformative power of what we do together.

**It has been one of the greatest privileges of my life to lead this work - and to do so alongside you.**

The Board will soon begin the process of identifying ACS's next Executive Director, and we are committed to transparency and thoughtfulness every step of the way. When the position is posted, I invite you to share it with your networks, and if you know a leader who might be a great fit, I welcome your recommendations.

As for me, I plan to return home to Switzerland with my husband Byron once the transition is

complete. But ACS will always be a part of me. I'll remain a steadfast supporter and a proud member of this extended family.

I know change brings questions - and sometimes even anxiety. But I hope you also feel what I feel: deep confidence in the strength of this organization, in the integrity of our staff and Board, and in the shared commitment of our community to sustain and grow this work for generations to come.

**Thank you for walking beside me all these years. Thank you for investing in young people, for believing in the transformative power of mental health, and for being part of this story.**



With deep gratitude and hope,

Dr. Philippe Rey, Executive Director

P.S. Please save the date. **On Friday, November 21, 2025, ACS will celebrate our 50th Anniversary Gala at the Oshman Family JCC in Palo Alto.** It will be a joyful evening to honor the legacy of ACS - and it will also be my personal farewell to this extraordinary community. I would be so honored to see you there. More details and invitations will be coming soon.