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FOR IMMEDIATE RELEASE

**Karen Frederick, CEO, Community Teamwork Announces her Retirement**

**Lowell, MA, November 30, 2023** – After 20 years at the helm of Community Teamwork, and 46 years of dedicated service with the Community Action Agency, Karen Frederick, CEO, has announced her retirement effective November 1, 2024.

“It is with a mix of gratitude and pride that I submit my intention to retire next year.”, stated Karen Frederick. “The time is right for me to spend more time with family, travel more, and explore new ways to continue to impact policy and advocacy in the areas I have worked on during my entire career. The time is also right for new leadership to guide the organization into its next chapter.”

After joining the agency in 1978 as a Day Care Coordinator, Ms. Frederick worked in various roles over the years which allowed her to witness and participate firsthand, in the transformative impact Community Teamwork Programs have had on the communities it serves. Before assuming the role of CEO Ms. Frederick served as the agency’s Chief Program officer for 5 years, overseeing all program operations and as the Director of Community Teamwork’s Child and Family Services Division, which administered one of the largest child-care systems in Massachusetts for more than 11 years. She assumed the Chief Executive role in 2003, when Community Teamwork was a \$50 million organization and has led in the astounding growth of the organization to what is now a \$180M Organization serving 58,000 people annually with more than 36 Programs and 600 employees.

Ms. Frederick also led Community Teamwork through the COVID-19 pandemic, its most challenging years, making sure that the Agency’s doors remained open each and every day throughout the Pandemic to immediately serve the increasing number of those most in need. She is the former President and on the Boards of the MA Association of Early Education and Care, Massachusetts Association of Community Action Agencies, and the Regional Housing Network of MA. She also serves on the Board of Common Ground Development Corporation, the Greater Lowell Community Foundation, the MA Partnership for Financial Equity, and the Bridge Club of Greater Lowell. She has also been an instructor on the adjunct faculty of Middlesex Community College, Wheelock College, and Leslie University.

Ms. Frederick has always believed in giving back to the community that supported her. As a single mother, with four small children, Karen not only received services from Community Teamwork early on, but also experienced first-hand, the transformative power of the support and services Community Teamwork provides. This personal connection fueled her passion for the Agency's mission and has been the driving force behind her commitment to the organization and its success.

"I express my deepest gratitude to our Staff, Board, Partners, and Community-at-large for unwavering support during my tenure. It has been an honor and privilege to serve as CEO of this amazing organization for the past 20 years. My career has been a journey of mission and passion. As I step down from my role, I carry with me a profound sense of accomplishment and the secure knowledge that Community Teamwork will continue to make a significant and lasting impact on the lives of those we serve.", stated Karen.

Community Teamwork's Board of Directors led by President Sheila Och, will form a Board Transition Committee to determine the selection process for the next Chief Executive Officer.

"Karen has had a remarkable career at CTI. Under Karen's leadership, CTI has positively impacted the lives of thousands of people in our region. She has led CTI through significant growth and transformation while continuing to reaffirm our unwavering commitment to our mission and communities. Our Board of Directors is thankful for her many years of dedicated leadership and service to our organization and community. Our Board has already started to prepare our future course and transition and will work hard to select our next CEO. Over the course of the next year, we will also be thanking, recognizing and honoring Karen's leadership, dedicated service, and numerous accomplishments." , said Sheila Och, President of Community Teamwork's Board of Directors.

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## **About Community Teamwork**

Established in 1965, Community Teamwork is a non-profit Community Action Agency (CAA) serving more than 55,000 individuals and families in the City of Lowell and the seven surrounding towns of Billerica, Chelmsford, Dracut, Dunstable, Tewksbury, Tyngsboro, and Westford.

Community Teamwork also serves as a Community Development Corporation and as the Regional Housing Agency for the Merrimack Valley and the rest of the Northeastern Massachusetts, including 74 cities and towns inclusive of the North Shore and Cape Ann. Community Teamwork is a catalyst for social change. We strengthen communities and reduce poverty by delivering vital services and collaborating with key stakeholders to create housing, education and economic opportunities. Our vision is a community whose institutions, systems, and people support everyone's opportunity to thrive. [www.commteam.org](http://www.commteam.org)