



## Tribute to Inca A. Mohamed

During her 10 years at MAG and 7 years as Executive Director, Inca A. Mohamed has achieved tremendous accomplishments and provided outstanding service to MAG's mission and clients. Given this, MAG's Board of Directors and staff were saddened to see Inca transition out of the leadership role on April 1, 2011 and are thrilled that she will continue to provide organizational development assistance to our social justice clients as an Associate Consultant.

Inca's recent work at MAG with justice-oriented youth development and philanthropic organizations has reignited her long-held passion for these areas. She now feels called to contribute her extraordinary gifts there. Given her unique combination of experience, skills, and personal qualities, we know that she will have an important impact on progressive social change wherever she is and wish her the best in the next stage of her work.

*We are saddened to see Inca transition out as Executive Director and are thrilled she will continue to provide services to our clients as an Associate Consultant.*

*Inca has always strived in both her work and personal life, to embody and transmit her many gifts. She has brought tremendous strength, direct honesty, loving heart, and fierce commitment to the people she serves. The way that Inca embodies her values in her life and work is one of the many reasons why she will be sorely missed at MAG.*

*– Robin Katcher, MAG's Managing Director*

As an expression of MAG's gratitude to Inca's contribution, MAG hosted a reception where there was an outpouring of appreciation of Inca's impact on MAG, clients, the nonprofit organizational development field, and the social justice sector. Some reflections shared by board members, staff, clients, and funders include:

*"As Executive Director of MAG, Inca has proven herself as an outstanding leader and manager. She has that rare combination of being a visionary while also being able to focus on the present. She has skillfully guided the organization through a difficult transition and will leave it poised for an even more exciting future."*

*– Michael Lacour, MAG's Board Chair*



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During her tenure, Inca skillfully led MAG through several significant transitions in order to boldly tackle the challenges faced by our individual clients, the social justice sector, nonprofit organizational development field as well as by MAG itself. Some of her key achievements include expanding MAG's services with leadership coaching and greater focus on multi-organizational groups; investing in staff researching and publishing on both established and emerging organizational challenges, and successfully navigating a unique executive transition where the co-founder and former Executive Director, Susan Gross, stayed on staff after stepping down as the leader for both MAG's overall benefit and to show the field that this is a viable, though difficult, leadership transition model.

*We cannot acknowledge enough the unique contribution Inca has made in the lives of staff and clients as Executive Director.*

*While it sounds hyperbolic, it is a fact that without Inca Mohamed, there would be no Burns Institute. This statement is reflective of the impact one person can have on the lives of many. I will be forever grateful to Inca for her leadership, her strength as a Black woman, and her values of service.*

*– James Bell, Founder and Executive Director, The W. Haywood Burns Institute*

Throughout her work, one of Inca's greatest contributions has been her focus on managing the tension between advancing the organization's goals in an efficient and rigorous way and acting in accordance with core social justice values. This includes empowering staff, inviting their participation in decisions, and treating them with respect, care, and compassion. This was strongly expressed through Inca's leadership style at MAG, which was very clearly distinguished by her continual efforts to develop other staff's leadership and to create the space for others to take ownership of the work. Inca's focus on developing and expanding MAG's services, expertise, and staff leadership has strongly positioned both MAG and Robin Katcher, MAG's next leader, to support the further development of the social justice sector.

We cannot acknowledge enough the unique contribution Inca has made in the lives of staff and clients. We can only continue to be excited about the impact Inca will have as she continues her work in the world with MAG clients.