



October 23, 2025

Dear Commissioners, Designees, Ex-officio Members, and Guests,

On behalf of the Military Interstate Children's Compact Commission (MIC3), it is my pleasure to welcome you to the 2025 Annual Business Meeting (ABM). This year's theme, "Bridging the Gap: Supporting Education Transitions Across States," reflects our continued commitment—seventeen years after our founding—to ensure *Successful Educational Transitions* for all uniform-connected children.

Over the years, the Commission has grown stronger through deliberate planning and a shared sense of mission. The past three strategic plans have each built upon our solid foundation, enabling us to adapt to new challenges and opportunities. Under the leadership of former Chair and Rhode Island Commissioner Rosemarie Kraeger, the Executive Committee (EXCOM) recognized the importance of formally developing strategic initiatives to define the Commission's future goals and organizational priorities.

The 2017–2019 Strategic Plan gave the Commission a roadmap for three years of growth and achievement. That plan also formalized our mission, vision, and core values, and defined strategies and goals to guide the work of our standing committees. Building upon that progress, the 2020–2022 Strategic Plan strengthened the foundation for our continued development. The current 2023–2025 Strategic Plan enhanced the Commission's culture by creating opportunities for partners to connect and promote the Compact while building on a student-centered culture. It maintained the integrity of the Compact to ensure it endures, assisting schools and students for many years. It also served as a roadmap to increase awareness through education and training, addressing the needs of stakeholders.

Now, as we look ahead, the 2026–2028 Strategic Plan will deepen our focus on the Commission's pillars of *Culture, Fidelity, and Engagement*. We are eager to share this next chapter with you and look forward with anticipation to what we will achieve together as we continue bridging the gap for military children under this new plan.

I want to extend heartfelt gratitude to the members of the Executive Committee for their time, hard work, and dedication to the Commission and the states they represent. Sadly, this year we gather with heavy hearts, as one of our own is not with us to celebrate these successes. On August 26, 2025, Kathleen Murphy, New Hampshire Commissioner and Chair of the Training Committee, passed away. Kathleen was a valued member of the Commission, a dedicated leader, and a tireless advocate for our mission. Since her appointment in 2015, she faithfully served as the sole Commissioner for New Hampshire, bringing her experience as a teacher and superintendent to our work. Her legacy of service and commitment will continue to inspire us. And in true Kathleen fashion, she would remind us today to focus on our shared values and always do what is right for children.

As my tenure as Commission Chair comes to a close, I wish to express my appreciation for your dedication on behalf of your states, the Commission, and military children worldwide. It has been the honor of my career to serve as the Commission's eighth Chair, and I look forward to the leadership and progress that will continue under our incoming Chair.

Thank you for your commitment, your collaboration, and your service. Together, we will continue bridging the gap for the children and families who sacrifice so much for our nation.

With gratitude,

A handwritten signature in black ink that reads "Ernise S. Singleton PhD".

Dr. Ernise Singleton

MIC3 Chair and Louisiana Commissioner