

Rick Hughey: Retirement Announcement

April 9, 2026

Richard M. (Rick) Hughey, Jr., Executive Vice President/CEO of the Irving S. Gilmore Foundation, has decided to retire effective July 15, 2026.

Rick has been a staff member of the Foundation for 31 years and served the organization as Executive Vice President/CEO for the past 20 years. “It has been my honor to have been associated with the Irving S. Gilmore Foundation, in one capacity or another, for well over three decades” commented Mr. Hughey.

During Rick’s tenure as EVP/CEO he provided oversight of the Foundation through a significant growth trajectory. Assets under management were \$169 million when he began his role as EVP/CEO and reached \$352 million in 2025. Also, during his 20 years of leadership, Rick guided the Foundation in awarding 4,536 grants totaling \$318 million, peaking at \$16.2 million in 2025, providing a positive impact in our community.

Rick led with a deep commitment, honoring our founder with his strong sense of social and cultural awareness for the benefit of all people. While staying true to the Foundation’s mission Rick kept watch over the years to adjust and align the Foundation’s work with the ever-changing landscape of our community.

With deep gratitude the trustees, staff, and committee members thank Rick for his dedication, guidance and leadership. We all wish Rick the best in this new chapter, allowing more time with his family and pursuit of his many interests.

The Board of Trustees will be seeking the next CEO to continue the Foundation’s mission. Board President, Mason Coleman, shared that the Foundation “will continue in the weeks, months, and years ahead, to develop and enrich the Greater Kalamazoo community and its residents by supporting the work of non-profit organizations.”

Foundation leadership remains dedicated to fulfilling the original priorities put forth by Irving S. Gilmore in 1986: Arts, Culture & Humanities, Human Services, Education, Community Development, and Health and Well-Being into the future.

The logo for the Irving S. Gilmore Foundation features a stylized, cursive signature of "Irving S. Gilmore" in black ink. Below the signature, the word "FOUNDATION" is written in a clean, uppercase, sans-serif font.