



April 24, 2001

Subject: Recommendation for Allison Sampson

To Whom It May Concern:

It is with sincere pleasure that I am able to recommend Allison Sampson as an organizational consultant for non-profits. I am a non-profit administrator and consultant by profession and was asked to assume the Presidency of the Cultural Council of Santa Cruz County (CCSCC) because of my experience since the CCSCC faced numerous administrative and organizational issues. Ms. Sampson was retained by our organization to provide advice and guidance during this difficult transition period. Her assistance to me was invaluable, as it was to the other board members and our Acting Executive Director.

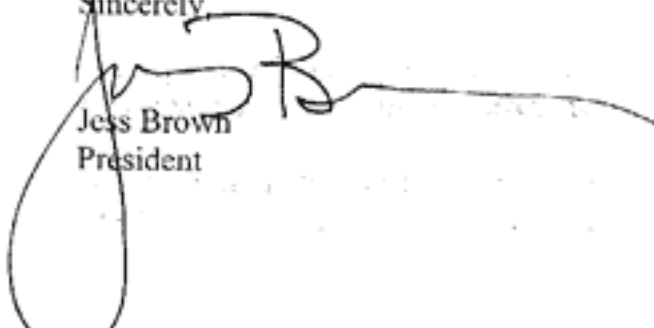
Ms. Sampson immersed herself in the organization. She was dedicated and very hard working. She was not above doing whatever tasks needed doing from taking minutes at board meetings to completing a comprehensive organizational effectiveness analysis. She brought enthusiasm, professional experience and an outgoing, friendly personality that energized our staff and board during a time when it would have been easy to be discouraged.

She was sensitive to both our needs and financial limitations. She scoped out a transition plan, identified what was needed, introduced us to excellent specialty consultants to carry out various identified tasks, such as a personnel study and executive recruitment, and wrote the grant proposal that successfully secured the required funding to accomplish all of our goals.

I was most impressed by Ms. Sampson's understanding of the board's role as policy maker and visionary for the organization. She never hesitated to make suggestions based on her experience, but if she sensed that the board was uncomfortable with her recommendation, she never pressured them. She would then become a facilitator to assist the board in making a decision that they felt was more appropriate for our organization and community.

Based on my very positive experience with Ms. Sampson, I recommend her services to other non-profits in need of capable, professional administrative assistance.

Sincerely,

  
Jess Brown  
President