



April 20, 2001

To Whom It May Concern:

I am writing to recommend Allison Sampson to you after having worked with her in my tenure as Interim Director of the Cultural Council of Santa Cruz County. We were delighted to have found Allison because she brought a tremendous amount to our organization in a period of restructuring, rebuilding and searching for a new Executive Director.

There was much to be accomplished during this period of growth and change for our organization. Allison is not afraid to get right into the thick of it. She helped us especially in the area of Board development. She assisted our Board president with meeting agendas, our Treasurer with new format for his reports which are more understandable for the Board and even suggested some restructuring of the Board, our officers duties and the committees of our complex organization.

Besides this she oversaw a compensation and personnel review introducing us to a very capable associate of hers. We had some difficult adjustments to make with staff and feel, with her leadership, we have accomplished much in this area. As with Board structure, she redesigned our organizational chart to make it much more effective. Besides this she completed an operational analysis for us which pointed to many areas that needed reform and which we are still working on through our committees and officers.

I appreciate the professionalism and experience that Allison brought to our organization. We all learned a tremendous amount from her and are truly in a better position now to serve our community as a result of her work with us. She was clear in her workplan, made sure she accomplished all that was requested and kept within budget. I highly recommend her to you.

Sincerely,


Elizabeth Lindsley
Interim Executive Director