



OFFICE OF THE BISHOP

February 13, 2004

To Whom It May Concern:

I met Karen Eber Davis in 1978, when she began working as a Youth Staffer with the then Florida Synod, LCA. Over the ensuing years, we have kept in contact. Since she began her consulting firm in 1994, she has provided services to this organization for at least the following projects:

- ◆ Event development and leadership, Faithleap 1999
- ◆ Event enhancement including art festival, Florida Synod Assembly, 1998
- ◆ Church Membership Initiative Grant, 1998
- ◆ Enhancing Latino Ministries grant and project, 1997

I have always found Karen to be highly competent, energetic and focused on the tasks at hand.

Our bishop has described Ms Davis as "extremely talented ... and a true gift to the church." Her professional and personal gifts are exceptional.

I highly recommend her for the certification she is seeking in your organization.

Sincerely,

Rev. David H Webb
Assistant to the Bishop
Leadership Development (retired)