



1031 SOUTH EUCLID AVENUE (off Bahia Vista) / SARASOTA, FLORIDA 34237 / (941) 953-7044 / (941) 365-4463
DR. JOHN E. SYSTER, Minister FAX (941) 952-5245

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To whom it may concern:

I have known Karen Eber Davis since 1998 when she led our "Dream Team." This group gathered over several months and included individuals from our congregation and staff from an adjacent elementary school. This work of the Team led to the development of a vision and programming to serve children and families at the school. This vision led to church members volunteering in classrooms, members skilled in sewing making costumes for the children at the school, members of the church serving on the School Advisory Committee and eventually to an after school tutoring program that serves more than 30 children from the school. Since that time, Karen and I have kept in contact through various community projects and events.

Last year, we hired Karen to develop an application for a Predevelopment Loan from the State of Florida. We received the requested \$500,000 loan and it is being used to help the congregation pay for costs associated with developing affordable housing for older adults.

I have always found her to be highly competent in dealing with people in individual and group settings, giving them permission to dream, tracking down information, and completing projects. She possesses an excellent character, exhibiting compassion, persistence, intelligence and graciousness.

Sincerely,

John Syster
Senior Pastor