



Florida-Bahamas Synod, ELCA

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To whom it may concern:

I met Karen Eber Davis in 1997, when she was consulting with the Florida-Bahamas Synod on a project to design the Synod's Resource Center. The materials she developed have been very useful in my work as the leader of the resulting Center.

She, also, provided services to the Synod for at least the following consulting projects:

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

I have always found her to be highly competent on various tasks. She was able to ask relevant questions of other Synod Resource Centers and then draw insightful conclusions to be applied to the development of a Resource Center in Florida. She was able to make straightforward and well-thought-out conclusions and presented them well, both in written form, and verbally. I have been part of a planning team with her, and have found her to be a good team leader—visionary, empowering, and a partner. I have been to training workshops that she has planned and led. She is a competent trainer and teacher—using many methods and creativity, and yet bringing competent knowledge to share with the participants.

She possesses an excellent character. While she is always looking for new learning opportunities, she shares the opportunity and what she has learned with others. She is generous with her time. She carries a project through to the end in a timely matter. Karen is one of those rare people that listens to others well, and is able to problem-solve and respond with just what is needed. She is also fun to be with.

Sincerely,
Irene Flynn

Irene Flynn
Resource Center Director