



April 11, 2008

To Whom It May Concern:

I have had the pleasure of working with Marc Lee from Affinity Resources LLC over the last 11 months. I am the President & CEO of a large non-profit child welfare agency in Kansas. We have services throughout much of the state and have an 81 year history in Kansas. I have been the CEO for 3 years now, having worked at the agency, for over 9 years. My predecessor left very quickly and with little notice the Board asked me to step in and act as Interim. After 6 months they asked me to be the permanent CEO.

In my new role as CEO the one area that I really had little experience with was Development and Fundraising. In the 9 years I have worked at Youthville I never believed we had a fully functional Development staff and have gone through 3 Directors of Development. The staff is good sized (8-10 employees) but was never really successful in any fundraising or development activities. About one year ago, after I had to let the Development Director go due to lack of performance, I decided that I would opt for finding a consultant who could help me. I considered two consulting firms but ultimately went with Marc. Marc began by doing a comprehensive Development Audit. Upon completion of this audit, which was very well done, full of specifics and informative—offering a good deal of direction around where we should go—I decided to continue to use Marc in a consulting role but as my acting Director of Development. At that time, we had two more staff resign in the department and most staff were very new to the Department and to Development in general. So for the last 8 months Marc has assumed that role with my agency.

I can tell you that the turnaround in this department has been remarkable. The staff have not only “gelled” but have really learned to do their job. Marc has provided them with training, direction, oversight, and much needed support. Our fundraising has exceeded its goal for this year and continues growing. I have now hired a full time Chief of Development and Marc will stay on through this transition.

I would highly recommend Marc for any number of consulting needs in the area of Fundraising and or Development. He has really brought our Development department a very long ways in a short amount of time. And he has also provided me with a wonderful educational experience as well as being an advisor and an occasional mentor. I would be happy to speak with you more about this. I can be reached at 316-529-9127.

Sincerely,

Shelley Duncan
President & CEO
Youthville

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