



225 Snedecor Avenue, Bayport, NY 11705

888.757.5444

November 19, 2009

To whom it may concern:

As President and CEO of Guidance In Giving, Inc., this is a letter of recommendation for Theodore S. Wills who has worked for our firm as an Account Executive for a total of five years from August 2000 to November 2009. His most recent bilingual assignment to St. Juan Diego Parish in Pasadena, Texas, proved to be a great success inasmuch as the capital campaign raised \$1.2 million in pledges and gifts. This was the first campaign ever for this missionary parish where a good number of parishioners are not able to read and write.

Ted is a highly motivated self-starter who knows how to train and inspire volunteers towards the accomplishment of concrete objectives within set timeframes. In the course of seventeen capital campaigns and seven feasibility studies across the country, Ted and his volunteer teams have garnered more than \$26 million in pledges and gifts.

As a fully bi-cultural and bi-lingual professional, Ted has led several of these campaigns and studies in both English and Spanish. He is an outstanding "people person" who is at ease dealing with corporate executives and community leaders as much as with underprivileged Hispanics.

Perhaps just as importantly, Ted has conducted these intensive three to four month efforts in accord with the philosophy of Catholic stewardship. He has therefore contributed to the long-term well being of each diocese, parish, and school that Guidance In Giving, Inc., has served.

Ted is an outstanding individual both personally and professionally. We will truly miss him at our firm and know that whoever Ted is working with, are extremely fortunate to have him as a part of their organization.

Please feel free to contact me should you require any other information in this regard.

Sincerely,

Michael R. Cusack

Michael R. Cusack
President and CEO



DESALES UNIVERSITY

*Associate to the President
for Globalization*

2755 Station Avenue
Center Valley, PA 18034-9568

December 5, 2008

P: 610.282.1100
www.desales.edu

To whom it may concern:

This is a letter of recommendation for Ted Wills. As a member of the President's Council of DeSales University since 2005, Ted has been of great assistance as we have launched major strategic initiatives to better prepare our administration, faculty, students and local community for a global marketplace. Allow me to explain why he has made such a unique and valuable contribution to our institution.

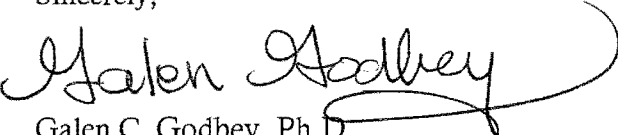
Unlike most people who now recognize that the modern world has become seamlessly interwoven, Ted foresaw these conditions as early as the 1980's while leading student service trips to Mexico. Based on his experiences with the urban and rural poor, he was able to envision the "browning" of America and the potential for social disharmony in the homeland, especially among fellow conservatives. Consequently, Ted decided to dedicate many years of his life towards finding a bridge between supposedly irreconcilable cultures "North" (Protestant/Rationalist) and "South" (Catholic/Indigenous). In the 1990's, he went to live in Mexico City for eight years for total immersion in professional work, graduate studies and an extensive social life with all economic classes.

Ted later created a foundation (www.naeif.org) to garner the support of others throughout North America in that noble search (See the foundation's Board of Advisors). After much reflection and experimentation, he and his colleagues have pioneered a path-breaking learning model for students of different countries and socio-economic classes to discover their unique civic values and their common heritage in human rights and responsibilities. In the summer of 2005, I was privileged to visit the inaugural "North American Leadership Institute" (www.northamericanleadership.org) at a Mexican university and a Mexican indigenous community. The program delivery and participants were extraordinary. As the foundation promotes this learning model to other colleges, universities and youth organizations, I wish them every success.

Thanks to Ted's wealth of experience living "globalization" on the ground for over two decades, DeSales University is grateful for his ongoing counsel and encouragement as we have undertaken a major expansion of our global learning platform. As an advisor to the Globalization Task Force, Ted played a valuable role in helping these recommendations become reality. We now have university collaborations in Argentina, India, Peru and Romania, among other countries. We are particularly thankful for Ted's assistance with our Nursing Department's annual student service program to rural Mexico.

Please feel free to contact me regarding Ted Wills at your convenience. I would be happy to clarify or amplify any of the above points.

Sincerely,


Galen C. Godbey, Ph.D.



Office of the Archbishop

Archdiocese of Anchorage

225 Cordova Street • Anchorage, Alaska 99501-2409
907/297-7755 • fax: 907/279-3885

Mr. Michael R. Cusack
President and CEO
Guidance In Giving, Inc.
225 Snedecor Avenue
Bayport, NY 11705

January 3, 2007

Dear Mike,

On behalf of the Archdiocese of Anchorage and Holy Family Cathedral Parish, I am again writing to thank you for the recent service provided by your firm, Guidance In Giving (GIG) in our most recent capital campaign.

In the fall of 2006, the Archdiocese of Anchorage and Holy Family Cathedral Parish engaged GIG in developing and conducting a first phase capital campaign for immediate repairs and improvements to the Cathedral facilities and for a longer range planning program for eventual expansion of the Cathedral Church building. Fortunately for us, the company posted Ted Wills to that assignment and he worked on site at Holy Family Cathedral parish for sixteen weeks.

Upon his arrival in Anchorage, Ted immediately found that this campaign would be an unusual effort in that it was decided by parish leadership to not incorporate a major gifts phase in the campaign. Parish leadership felt that a major gifts effort should wait until a subsequent phase of the longer term effort when expansion plans for the Church would be more firmly established. Further, being a "downtown" parish, Holy Family Cathedral also has a large number of parishioners who do not live in its geographic boundaries. As such, attracting neighborhood volunteers to serve on various campaign committees proved difficult. Given these restrictions of no major gifts and few volunteers, it quickly became obvious that Ted is a very experienced professional fundraiser with many years of service to the Church in the field of Catholic stewardship and development. He, in consultation with your management team, devised a work plan to accommodate these challenges that was highly successful and resulted in the campaign goal being exceeded.

At the end of the campaign in mid-December, Ted left Archdiocese with another successful campaign in the win column for the Archdiocese and GIG. We are most grateful for Ted's work and for the support and extensive background of the other professionals from GIG. It is without hesitation that I highly recommend Ted and Guidance In Giving for parish or diocesan stewardship and development efforts. Sincere thanks to you, Ted, and your outstanding staff of professionals.

Sincerely,

James P. Caldarola, CFRE
Director of Stewardship and Development
Archdiocese of Anchorage

HOLY FAMILY CATHEDRAL

ARCHDIOCESE OF ANCHORAGE

811 West Sixth Avenue • Anchorage, Alaska 99501-2093 • (907) 276-3455 • FAX (907) 258-9785

Ted Wills
Guidance In Giving
15506 Liberty Pine Lane
Houston, Texas 77049

January 26, 2007

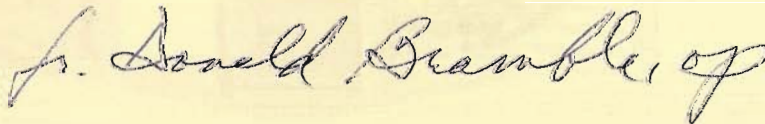
Dear Ted:

I want to thank you for all your hard work here at Holy Family Cathedral, in Anchorage. Our parish challenge was to raise \$1 million, with the possibility of the drive reaching up to \$1.2 million. We are currently at the verge of \$1.1 million, and I am confident we will make our ultimate goal, because of your energy and Guidance and Giving's plan of action. When our volunteer response was a bit weak, you wisely suggested an intensive letter writing campaign to our parishioners. It paid off! You were right!

I especially appreciated your outreach to our Hispanic community here. Your ability in Spanish, and the invaluable assistance of your wonderful wife, Marcela, was a great assistance!

Throughout the campaign we had good communications and wise counsel as well from Joe Zamorano, the executive vice-president of G.I.G. Please let Mike Cusack, president, know of our gratitude for your wonderful leadership. I will happily recommend G.I.G., and you particularly to any Catholic parish or institution that might be considering a campaign!

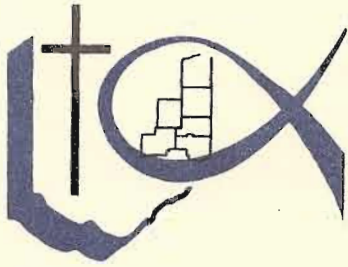
Gratefully,



Rev. Donald J. Bramble, OP
(Pastor)



DOMINICANS SERVING THE ARCHDIOCESE OF ANCHORAGE



CATHOLIC DIOCESE OF YOUNGSTOWN

144 W. Wood Street
Youngstown, OH 44503
Phone: (330) 744-8451
Fax: (330) 742-6448

May 24, 2007

To Whom It May Concern:

Mr. Ted Wills, representing Guidance In Giving, Inc. served in the Catholic Diocese of Youngstown as a consultant on a capital campaign for St. Peter of the Fields Catholic Church in Rootstown, Ohio. The campaign title was "Upon this Rock I Build my Church," and it was one that would pose a real challenge to the most experienced consultant.

A mere two years prior to the campaign there was actually talk of suppressing the parish because of a split in the parish community that was likened to "The Hatfields Verses the McCoys." The division led to the resignation of the then parish pastor and the appointment of a Parish Administrator, Reverend Kevin Fete. The need to build a new church, fulfill a diocesan campaign obligation and raise endowed funds to preserve the historic old church would require what was labeled by a group of pastors, "A miracle."

I personally felt sorry for Mr. Ted Wills who was assigned to make this miracle happen. Working closely with Reverend Fete and parish leaders, Ted quickly established himself as a humble servant with an aggressive proactive attitude that was contagious.

Thanks to the leadership, organizational abilities and strong inter-personal skills of Ted Wills, the campaign effort united the once torn parish community and raised significant funds to meet all the needs outlined in the case statement. A new church stands today as a tribute to this monumental undertaking. The accomplishment was so significant that our diocesan newspaper, The Catholic Exponent, featured the story in December of 2006.

We are grateful to Ted Wills for this great accomplishment that positively impacted a single parish community and the entire Church in the Diocese of Youngstown. I can be reached to share this story and serve as a reference for Mr. Ted Wills by calling 330-744-8451 ext. 325.

Sincerely yours,

Mr. Pat Palombo, CFRE
Director of Development & Stewardship



St. Andrew Catholic Church

DIOCESE OF GALVESTON-HOUSTON

827 SHELDON ROAD * CHANNELVIEW, TX 77530-3511

(281) 452-9865 * FAX (281) 452-2157

May 23, 2007

To Whom It May Concern:

I have been asked to write you a letter of recommendation for Ted Wills. Ted served as the coordinator for our Capital Campaign for the period October 10, 2005 to January 20, 2006. He was very professional in carrying out the responsibilities of his job. I am grateful that I, and my staff, did not have to do all of the organizing services that Ted provided.

Ted is an intelligent and committed individual. He is very organized, and he made sure that we stayed on course with each deadline. He is more than capable of managing a small group of people, as he recruited and managed many volunteers. He organized the many receptions and telephone committees needed to contact a large number of our parishioners. He wrote letters, helped with the design of all written brochures and bilingual campaign material. I was very pleased with the high-quality campaign material that Ted helped put together.

Parishioners often indicated that Ted was interesting to talk to and he also wrote credible content that accurately reflected their feedback in all reports. Ted developed a quality relationship with our staff and parishioners and his consistent work ethic brought about good results for our capital campaign. Due to the success of our campaign, we are now planning on breaking ground for construction on our project by the end of this Summer.

If you would like additional information, you can telephone me at 281-452-9865 X12.

Sincerely,

A handwritten signature in dark ink, appearing to read "Rev. Christopher Shackelford". The signature is fluid and cursive, with a large, prominent initial "C".

Rev. Christopher Shackelford

Pastor

OUR LADY OF GUADALUPE PARISH

3900 WISCONSIN STREET • ANCHORAGE, AK 99517-2334 • (907) 248-2000 • (907) 245-1600



June 8, 2007

To Whom it May Concern:

It is my very great pleasure and honor to supply this letter of recommendation on behalf of Ted Wills.

Ted and I have been affiliated on a professional level for a significant fund raising project for Our Lady of Guadalupe Parish in Anchorage, Alaska. Prior to the primary campaign, Ted conducted a feasibility study at the Parish. The subsequent capital campaign was a resounding success.

The recent completion of our beautiful new church would not have been possible without Ted's outstanding leadership and fund raising skills. He brought together, organized and directed a multi-cultural group of volunteers and led them on a very successful fund-raising campaign for the new church. With a large Hispanic community unused to large fund raising efforts, Ted consistently reached out to and empowered these members to of the parish .

The feasibility study projected the parish could raise \$1.3 million for the capital campaign and the final amount of funds raised in support of the project totaled well over \$ \$2,051,142

Throughout our involvement with Ted, we found him to be a contagiously energetic servant-leader who was self-directed, team-oriented and goal-committed. It was a pleasure having him assist us with our successful building project.

Should require additional information, please feel free to contact me. My office telephone is (907) 272-7713 or via e-mail jfconway@hickelconst.com.

Sincerely,

John F. Conway, Building Committee Chair
Our Lady of Guadalupe Parish



INTERNATIONAL MARKETING ADVANTAGES

MICHAEL M. WOODY
PRESIDENT

November 2, 2004

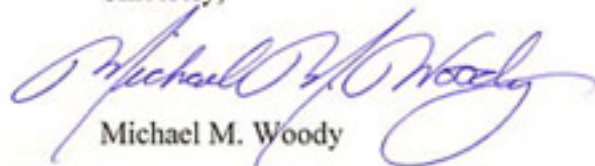
Dear Sir or Madam:

I have spent a considerable amount of time in a volunteer capacity working with Ted Wills during his tenure as Development Officer for Catholic Schools in Rhode Island. Much of that time involved the development of a marketing plan and timelines for the Anchor of Hope Scholarship fund-raising efforts.

During that time I found Ted to be extremely dedicated to the task at hand, willing to experiment with new ideas, and capable of touching all the bases when executing a plan. He was also relentless in his efforts to contact and follow-up with publicity outlets that would be helpful to the cause of raising money for the Fund.

If you are looking for a motivated self-starter who will follow through, then Ted will be an excellent addition to your team.

Sincerely,



Michael M. Woody

235 Promenade Street, Suite 420, Providence, RI 02908

Telephone
401.454.5974

Fax
401.454.1442

Mobile
401.338.1782

e-mail
michael.woody@att.net

October 25, 2004

To Whom It May Concern:

I am Vice President and CFO of Nortek, Inc. From December 2003 to October 2004, my wife, Suzanne and I chaired the fourth annual "Anchor of Hope Scholarship Fund" for the RI Catholic Diocese. Mr. Ted Wills was the development officer assigned to this major fund raising effort. My commitment at work during this period of time was significant and therefore I required a lot of management support from the Diocese if this project was to be successful.

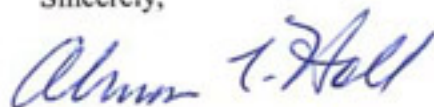
Ted managed this role and allowed the committee to focus on issues and manage the process to maximize the giving. This event involved a number of activities, including, a major corporate solicitation, substantial donated time and services by the staff of CVS Corporation, a significant auction, a dinner event and award ceremony (expectations are for substantial attendance) a lesser fund raising effort from individuals and extensive publicity to build awareness and long-term support of the Scholarship Fund.

Ted was responsible for managing all of this. He worked tirelessly on this project for 10 months, often without direction from me. He constantly had refreshing new ideas for the event. He would seek my approval and would then make "things" happen.

While we had a great committee of volunteers who raised a lot of money and produced a spectacular auction and a wonderful dinner, it would not have been nearly as successful if Ted had not been there.

Our event raised over \$330,000 as compared to \$237,000 the prior year and attendance for the dinner was up substantially at nearly 400. Ted was also effective in the solicitation process, particularly in obtaining donated services. Both my wife and myself would be pleased to work with Ted in further fund raising projects and would expect his strong support.

Sincerely,



Almon C. Hall

ACH/lac

October 22, 2004

To Whom It May Concern:

My introduction to Theodore Wills was through his role as the Development Officer of the Diocese of Providence. CVS Corporation was honored this year by the Diocese for its commitment to Catholic education at the Annual Anchor of Hope Scholarship Fund Award Dinner and Auction. Mr. Wills was my lead contact person at the Diocese.

In all of my communications with Mr. Wills, he always demonstrated the highest degree of professionalism. Mr. Wills was conscientious to detail and was responsive to all of my inquiries. Both in person and on the telephone, I found him to be courteous, competent and in every way a professional.

In conclusion, I can say that Mr. Wills was a pleasure to work with on this event.

Very truly yours,



Lucille J. Bush
Director of Community Relations
CVS/pharmacy

HORTON

Interpreting Services, Inc.

45 Royal Little Drive • Providence, RI 02904
(401) 331-4798 phone • (401) 331-2822 fax • (401) 581-4152 emergency pager
hortoninterp@earthlink.net

October 21, 2004

To Whom It May Concern:

My name is Juana Horton, President and CEO of Horton Interpreting Services, Inc. a Providence based interpreting and translating firm. I am writing this letter of recommendation for Theodore Wills.

I have known Mr. Wills for several years as a business associate and a friend and strongly believe that he would be an asset to any organization which he seeks to grow with. Mr. Wills is well-spoken and has shown himself to be an engaging speaker and advocate for his beliefs in educating both the poor in Mexico about the US as well as their neighbors to the south.

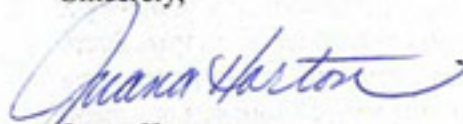
It is evident from my many discussions with Mr. Wills that he is enthusiastic about his goals and has many ideas. Mr. Wills has demonstrated his leadership by his enthusiasm and capabilities in his work as a fundraiser. His fascination with education and academia along with his other positive traits demonstrate that he will prove to be successful and valuable to any organization for which he ultimately works.

Mr. Wills has an impressive background. His avocation has been driven by a need to examine culture and people. He lived in Mexico and worked with the people, immersing himself in the culture and work environment. His fundraising activities in Rhode Island for the Catholic schools have also been quite successful.

Mr. Wills has been known to me for only two years. In that time I have found him to be honest, perceptive and highly dedicated to all of his personal as well as business endeavors. His efforts and results in business and social ventures are clearly qualities that have developed him as a true professional.

If you have any questions regarding his recommendation, please feel free to contact me at (401) 265-0193 for anything additional.

Sincerely,



Juana Horton



Joseph J. MarcAurele
President and CEO

Citizens Bank of Rhode Island
One Citizens Plaza
Providence, RI 02903-1339
401 455-5435 FAX 401 282-3655

Citizens Bank of Connecticut
63 Eugene O'Neill Drive
New London, CT 06320
JOSEPH.MARCAURELE@CITIZENSBANK.COM

October 20, 2004

To Whom It May Concern:

I am writing here in recommendation of Ted Wills. I have known Ted for the last few years and most recently worked closely with him in his capacity as the Catholic Diocese of Providence's Coordinator of a significant scholarship fundraising event (the Anchor of Hope Scholarship Dinner).

Ted was a pleasure to work with and his enthusiasm and diligence was well-received and recognized by all members of the Dinner Committee. He was a key ingredient to the event's success and a major factor in helping to raise a record \$330,000+ in scholarship aid and for students in need.

I regularly work with various non-profits on a variety of fundraising projects and can honestly say I have never dealt with anyone who showed more passion and effort than Ted. I am confident that he would be an asset to any organization.

Sincerely,

A handwritten signature in black ink, appearing to read "J.J. MarcAurele", written in a cursive style.

Joseph J. MarcAurele
President and CEO
Citizens Bank of Rhode Island
& Connecticut

JJM/dfo

Bishop McVinney School

155 Gordon Avenue

Providence, Rhode Island 02905

Phone: (401)781-2370 Fax: (401)785-2618

"We are dedicated to PEACE-MAKING"

bishopmcvinney@yahoo.com

Principal Louis Hebert

October 18, 2004

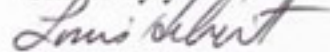
To Whom it may Concern,

I am very pleased to be writing this recommendation letter on behalf of Theodore Wills. As principal of Bishop McVinney School, I have had the pleasure of working with Ted in his capacity as director of development for Catholic schools. I have found Ted to be an extremely caring person, an ardent supporter of both our school and its mission statement ... "We are dedicated to peace-making..." Ted vigorously supported and promoted Catholic schools for many of our families in South Providence... many who are poor and marginalized in our society --- those are the families that have benefited the most from the fundraising efforts of the development office under Ted Wills.

Ted has unfailingly been supportive and generous in his time and efforts at our school... whether it be for our school's Reading Week or honoring the efforts of our board members. Ted reached out to his circle of contacts and urged all of them to visit and develop an interest in Bishop McVinney School and, for that, I am extremely grateful and thankful.

Please do not hesitate to call me at 781-2370 if you have any questions.

Sincerely yours,



Louis Hebert



April 3, 2000

To whom it may concern:

This is a letter of recommendation for Ted Wills, whom I have had the pleasure of knowing and working with since August, 1994. Ted was part of my Operations Staff in our Mexico and Central America Headquarters in Mexico City until April, 1998. He was directly responsible for supporting daily operations, producing internal communications and supervising quality controls; he is an outstanding trouble-shooter for special projects, such as security investigations. Ted knows how to effectively manage several projects simultaneously according to deadlines in a dynamic and demanding business environment.

In addition to Ted's formal responsibilities, I would like to highlight his contribution to our long-term educational effort to popularize the corporate philosophy and standards among local employees. Fedex has a world-renowned corporate philosophy of "People-Service-Profit" whereby our primary focus is on the people with whom we employ and serve. During his years with the company, Ted helped management to transmit those values to our employees as a bi-cultural educator and team player. He also developed innovative measurements that allowed us to better monitor the tangible results of our educational effort as reflected in our local customer indicators. His innovations were later implemented in other countries of our Latin America and Caribbean Division.

I highly recommend Ted to any future employer and wish him well in his future endeavors.

Sincerely,

A handwritten signature in black ink, appearing to read "Juan N. Cento".

Juan N. Cento
President
Latin America and Caribbean Division



ITESM

CAMPUS CIUDAD DE MEXICO

INSTITUTO TECNOLÓGICO Y DE ESTUDIOS SUPERIORES DE MONTERREY

February, 2000

To whom it may concern:

I have had the pleasure of knowing Ted Wills for the past three and a half years as a friend, classmate and, most recently, as an employee at ITESM Mexico City Campus.

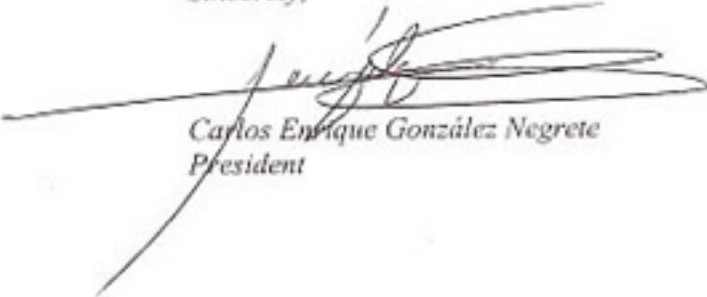
Mr. Wills and I were classmates in the Executive Masters of Business Administration program. This program is co-sponsored by our institution and The University of Texas at Austin. It was here that I first became aware of Ted's deep and longstanding passion for educational excellence as a means for improving relations between Mexico and the United States.

In the spring 1999 I invited Ted to provide our university with his input, ideas and service as Coordinator of Public Relations for International Programs.

In this capacity, he developed a rich array of practical new ideas and initiatives regarding fund-raising, recruiting, and strategic alliances, particularly with foreign business and educational entities. Ted is a very responsible individual who knows how to get results in Mexico as a bicultural team-player.

I highly recommend Ted Wills to any employer and wish him success in his future endeavors.

Sincerely,



Carlos Enrique González Negrete
President



COUNCIL FOR ADVANCEMENT
AND SUPPORT OF EDUCATION

Providing education professionals
in alumni relations, communications,
and fund raising with essential tools
to advance their institutions.

1307 New York Avenue NW
Suite 1000
Washington DC 20005-4701

TEL 202.328.5080
FAX 202.387.4973
www.case.org

April 2000

To Whom it May Concern:

It is with great enthusiasm that I recommend Theodore Wills as a knowledgeable ambassador in international relations – particularly in education – between the U.S.A. and Mexico. Mr. Wills has been instrumental in helping CASE (the Council for Advancement and Support of Education) establish relationships with key educational leaders and institutions in Mexico, and has provided sound advice as CASE develops training programs for Mexican educational institutions.

CASE is the largest educational advancement association in the world, with 3,000 institutional members (and 30,000 professionals) in 42 countries. We provide training for professionals in educational fund raising, alumni relations, communications and marketing. In 1999 we began a strategic program of development in Mexico. From the beginning, Mr. Wills understood the value of CASE's work and generously provided suggestions and contacts, based on his many years of experience studying and working in Mexico.

Mr. Wills has demonstrated both a deep commitment to fostering educational interaction between the U.S. and Mexico, and judicious knowledge of both cultures. I recommend him highly for any endeavor involving international relations, particularly in education.

Sincerely,

Janet Sillian
Director of International Programs
Council for Advancement and Support of Education

Mercy Academy



A Classical Elementary Education in the Catholic Tradition

June 9, 1999

To Whom It May Concern:

This is an enthusiastic letter of recommendation on behalf of Ted Wills. Ted worked at Mercy Academy this past semester as Assistant Headmaster.

We were very pleased to have Ted's assistance in supervising the day-to-day operation of the school. Due to his years of experience in education and training, he was able to contribute various new and practical ideas to our school program, particularly in the areas of curriculum and teacher development.

Ted also provided invaluable help to our \$ 3,000,000 capital campaign. Thanks to his presence in the school, I was able to dedicate more of my time to the crucial initial phase of the campaign. Ted worked closely with the parent committee leadership as it made significant strides towards our goals. We were happy to make use of his strong communication skills as we prepared our marketing materials and foundation applications.

On the personal side, I believe that Ted is an energetic team player and self-starter of outstanding character.

Should you wish more information, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Thomas G. Hardy". The signature is written in a cursive style with a large, stylized 'H' and 'A'.

Thomas G. Hardy
Headmaster

Saturday, August 22, 1998

To Whom It May Concern:

This is an enthusiastic letter of recommendation for Ted Wills. Here is a multi-lingual, multi-cultural, educated, practical, results-oriented, business and education experienced professional. He is best characterized by the adjective, "initiative".

Ted is a graduate of The University of Texas-Austin/Instituto Tecnologico de Monterrey Executive MBA in Mexico City. How he found his way to our program in its initial year is an example of his initiative. He built support for his participation from Fedex de Mexico, his employer, and he performed well academically. Ted has been very successful at earning increasing responsibility from his firm.

Ted is a true "boundary spanner". He will do well in education settings, especially where international experience, client contact, and business experience are required. If working in business, he will excel especially where learning is encouraged to produce business results. He can represent you in sales and business development. Get to know him! Interview him more than once! This is truly a capable professional. He'll find the opportunities that are hidden and perform. He can consult, build, expand, measure, and set direction.

Please feel free to contact me for further discussion about Ted's capabilities.

Cordially yours,



Kenneth R. Graham
Associate Dean and Director
Executive Education
Graduate School of Business
The University of Texas at Austin

Two Liberty Square
Boston, MA 02109-3966
(617) 482-8370

Chairman of the Board
John Larkin Thompson
President
Blue Shield of Massachusetts

President & Chief Operating Officer
Robert X. Chandler

Past Chairman
John F. LaWare
Chairman and CEO
Shawmut Corporation and
Shawmut Bank of Boston, N.A.

Honorary Chairman
Charles F. Adams
Chairman, Finance Committee
Raytheon Company

Vice Presidents
George E. Carpenter, Jr.
Secretary-Treasurer
Mass. State Labor Council
AFL-CIO

Robert E. Cowden, III, Esq.
Partner
Casner, Edwards & Roseman

Diane Davis
Principal
Diane Davis Associates

Thomas I. Delbanco, M.D.
Director, Division of General
Medicine and Primary Care
Beth Israel Hospital

Joan M. Diver
Executive Director
Hyams Foundation

Edward Dugger, III
President and CEO
UNC Ventures

Mary Jane England, M.D.
Director of Lucius Littauer
M.P.A. Program
John F. Kennedy School of Government
Harvard University

Ruth B. Fein
Gerhard M. Freche
President
New England Telephone

Richard Garrison
President
Ingalls, Quinn & Johnson

William F. Meagher
Managing Partner
Arthur Andersen & Company

Dr. Robert S. Peterkin
Superintendent of Schools
Cambridge Public Schools

Helen Chin Schlichte
Assistant to the Secretary
Executive Office for Administration and
Finance
Commonwealth of Massachusetts

Micho F. Spring
President
Boston Telecommunications Co.

Stephen J. Sweeney
Chairman, President, and CEO
Boston Edison Company

Michael Zoob
Vice President
Elderhostel

Treasurer
Milton L. Glass
Vice President and Treasurer
The Gillette Company

Secretary
Mary B. Newman
Consultant

February 9, 1988

Ted Wills
Coordinator
Student Volunteer Resource Center
Voluntary Action Center

Dear Ted:

It is with regret that I accept your resignation as SVRC Co-ordinator. You have done a terrific job of promoting our work on behalf on student volunteering. Thanks to you, we are now "mainstreamed" with the other organizations which are also pursuing this market. I'm hopeful that the net results will be very beneficial in the long run.

However, I am pleased that you have found a new position which fosters your interest in Mexico's future and will enable you to deliver the significant impact you are capable of making.

We all wish you the very best and trust you will stay in touch.

Sincerely,

Christine G. Franklin
Director
Voluntary Action Center

CGF/jaw