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April 25, 2020

To: Gloria Jean Flowers, Province VIII Nomination Committee Chair
Cc: Christine Budzowski, Helenor Webb, Sydney Breeze Lowe, Committee members
From: Ane Deister, President Province VIII
Re: Letter of Recommendation for Barbara Shreve, Applicant for President Prov VIII

Dear Nomination Committee:

It has been my pleasure to serve as President of Province VIII first in a Provisional position and subsequently elected at the January 2018 Retreat. I am pleased with the leadership transition that has occurred during that time and have a deep commitment to ensuring the progress continues.

As a result, I am compelled to support Barbara Shreve's nomination to stand for President of Province VIII. As someone who has spent the last several years in this role I am familiar with what it takes to do this job. There are three key things I consider essential in fulfilling this position. First, for the daughters in the Province to respect the President and value her insight, and guidance. Second to represent the Province at all the levels in the organization – especially at the national level. Third to inspire and nurture other daughters to build a deep bench of leadership resources throughout the Province. Barbara Shreve will be able to step into the President position, effectively delivering in these three areas on day one.

My experience with Barbara began when she was Diocesan Assembly President for the Northern CA diocese. I was immediately impressed with her leadership abilities at that time and have since come to appreciate the initial development work she performed with what has become the National Enrichment Program. That combination of organizational leadership combined with the deep commitment to build daughters up to achieve their full potential is what makes Barbara uniquely suited to be President of the Province VIII at this time. Barbara probably knows more about this Province than anyone I have worked with. That background and already established relationships are valuable and important to her success.

But there's more. Barbara gladly joined the current Province board as the Strategic Plan Director – to relieve me of that duty. I serve at the national level as the Strategic Plan Chair and Barbara willingly took on the role at the Province level. In addition, Barbara was part of an extremely effective team – that stepped in and managed the September 2019 Province VIII retreat/assembly. What was especially noteworthy is that Barbara was new to the group, and yet immediately bonded with Susan and Carolyn to form a team that effortlessly planned the details of the event. What's more, she played a key role in leading the collaboration for

the 2020 assembly/retreat planning with the same trio from the November 2019 event. It is likely that event will be postponed due to the COVID-19 restrictions, but the details are already worked out.

I feel strongly that the next President of the Province needs to have the experience and skills to continue the work we have accomplished over the past 4 years. Barbara is uniquely qualified in terms of her skills, and is superbly suited due to her vast knowledge of the Province. Her familiarity with the talents and resources throughout the Province and her experience in delivering leadership assistance will help take the Province to a new level of effectiveness and sustainability.

Without reservation and with a full heart I recommend Barbara Shreve for the President of Province VIII.

As ever, Ane Deister