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To Whom It May Concern:

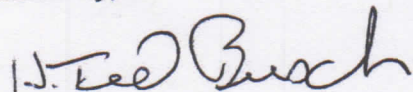
It is my pleasure to recommend Walter L. Smith III.

I met Walter in 2003 where I created and directed the Resource Mentoring Project (RMP) as a member of the staff of Social Work Community Outreach at the University of Maryland School of Social Work. It was in this capacity that I worked with and mentored Mr. Smith. The RMP was designed to help empower not for profit organizations to build their organizational capacity in an effort to gain organizational health for long-term sustainability. Walter's job with Associated Black Charities was to partner with the Resource Mentoring Project to work with not for profit organizations in helping build their capacity.

Walter demonstrated his commitment to understanding the dynamics of organizational development and capacity building by studying the unique RMP process. He then worked closely with us to help educate our client organizations. His talent for building relationships within a variety of clients led to many successful outcomes. His focus was at all times on what was best for the client and I found him always engaged in moving the process toward a positive conclusion.

I retired from the University in the fall of 2011, but I have always found Walter to be a thoughtful, compassionate, and engaged professional with a solid understanding of what it takes to help an organization sustain itself and grow. It has been a pleasure to watch Walter's work over the years. There is no doubt in my mind that he will have success in anything to which he sets his mind.

Sincerely,



H. Ted Busch
Director
Resource Mentoring Project - Retired
