



**ZACHARY KNIGHT**  
— ENTERPRISES —  
— FOR INDIGENOUS, BY INDIGENOUS —

August 4, 2026

**To Whom It May Concern,**

**Re: Letter of Reference for Jodie Lucas, Strategic Initiatives**

It is my pleasure to recommend Jodie Lucas and Strategic Initiatives.

Through our work together, Jodie has provided strategic funding and program development support that has helped strengthen our ability to advance Indigenous-led housing, infrastructure, workforce development, and economic development initiatives. Her expertise in funding strategy, program design, and partnership development has been a valuable asset as we continue to grow Indigenous-led solutions that create lasting community impact.

What sets Jodie apart is her ability to understand both the funding landscape and the realities facing organizations working directly with communities. She takes the time to understand the vision behind a project and then develops practical, well-structured approaches that align with funding opportunities while remaining grounded in community priorities.

Jodie is highly professional, collaborative, and genuinely committed to creating opportunities that increase capacity, strengthen local leadership, and support long-term sustainability. Her approach reflects a strong understanding of the importance of self-determination, meaningful partnerships, and solutions that create measurable outcomes.

I would confidently recommend Jodie Lucas and Strategic Initiatives to any organization seeking support with funding strategy, program design, workforce development, or community-focused initiatives. She is a trusted advisor whose experience, integrity, and commitment to impact consistently strengthen the organizations she supports.

Sincerely,

Stan Knight  
Founder & Owner  
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