

# Carole *Joyce*

*Vice President, From the Heart Productions · Authentic Vision Consulting, Inc.*

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## To the Gigantic Playground Hiring Team,

I'm writing to recommend Jeffery Ferguson — "Phoenix" — without reservation. I have worked with Jeffery for roughly a decade, first through Authentic Vision Consulting and continuing through his ongoing work with From the Heart Productions, the nonprofit fiscal-sponsorship organization I help lead. In that time I have seen him in the two settings that tell you the most about a person: under a deadline, and under pressure.

Jeffery has handled a remarkable range of work for us. On the technology side he ran a full modernization — a website security audit and maintenance program, a plan for moving our banking, contractor agreements for our staff, and an insurance review — the unglamorous, essential things a small nonprofit rarely finds in one person. On the creative and program side he produced fundraising and pitch-training materials that we actually use. He explains complicated things plainly, he follows through, and he treats a small organization's money and time as if they were his own.

I have also watched him lead people. I know firsthand the scale of the community events he has run — camps of well over a hundred people with a core team of dozens of volunteers — and the calm, organized way he holds all the moving parts together on site. That combination is rare: someone equally comfortable architecting a system and standing in the middle of a live production making sure everyone is taken care of.

Whatever role you are considering him for, you would be getting someone dependable, genuinely talented, and good to the people around him. I recommend him wholeheartedly and am glad to speak with you directly.

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Carole Joyce · Vice President, From the Heart Productions

*Draft prepared for Carole Joyce's review, editing, and signature. Please adjust anything that doesn't reflect your own words before signing, and add your preferred contact details in the header.*