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To whom it may concern:

I have known Mark Pennington for 5 years as my superior here at Shenandoah Area Council, however he is more than that. He is more than a business associate. He is a mentor as well as a dedicated staff member.

I can confirm that he is a man of great integrity, he is extremely dedicated to his family and work, and is entirely peace-loving and fair not only with his fellow employees but with all the council volunteers too.

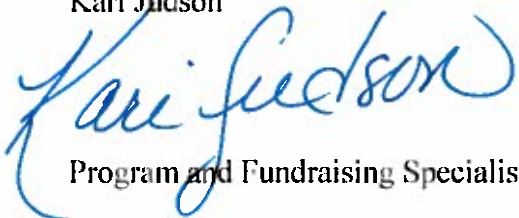
Furthermore, for many years he has been the council's go-to-guy. Most often the paid staff and volunteer staff seek him for his valuable insight and his many years of experience in dealing with the problems associated with running a Council.

For your information, I am our council's Program and Fundraising Specialist. I work side by side with Mark and am constantly relying on him for his insight and experience. When I was promoted to this position, I had never been in a management position previously so I was almost like a fish out of water. Mark has given me the tools and encouragement to find within myself the leadership qualities associated with my position. He has always taught me to learn from my mistakes and has always been fair. He has been stern with me, when needed, but has also been there to praise me on a job well done or bring me up when I feel down.

I have always said that there is a huge difference in a boss and a leader. A boss will tell you what you need to do, but a leader will *show* you what needs to be done and will be right there with you as you succeed and/or fail. I classify Mark as a leader. I have the upmost respect for Mark. Not only as a manager, but a friend. I feel that by choosing Mark as your Scout Executive will be a wonderful gain for your Council.

Yours faithfully,

Kari Judson



Program and Fundraising Specialist