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July 31, 2006

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Ms. Gwendolyn Reed
Chief Executive Officer
Anson Regional Medical Services
203 Salisbury Street
PO Box 192
Wadesboro, NC 28170

Dear Ms. Reed:

It is my pleasure to have an opportunity to offer a recommendation for Mark Robledo and his firm The Crossroads Group.

The Florida Association of Nonprofit Organizations, Inc. using the services of The Crossroads Group since early 2004. Since that time, The Crossroads Group has provided our state-wide resource center with strategic planning, organizational assessment, marketing and organizational development services.

Their services have been instrumental in helping to position FANO for future growth and expansion by helping us to define and implement organizational goals and objectives.

We are currently partnering with the Crossroads Group to research, develop and deliver strategic planning seminars to our members in December 2006.

On a personal note, the FANO board of directors and I have found Mr. Robledo to be flexible and easy to work with. Mr. Robledo follows through on commitments with a high level of professional excellence.

Mark Robledo and the Crossroads Group, Inc. will be an asset to any organization fortunate enough to garner the firm's services.

Sincerely,

Marina Pavlov
President CEO

Help
Education
Advocacy
Research
Training
Savings



Your Gateway to
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Offering the Florida Certificate
in Nonprofit Management