



NATIONAL HEADQUARTERS

Buddhist Churches of America®

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To whom it may concern,

I worked with Sandy Mitchell from October 2024 through June 2025. I found her to be professional, warm and personable, knowledgeable in her field, and receptive to feedback. This combination of qualities made her a pleasure to work with and contributed to consistently productive and meaningful sessions.

What I found most valuable was her guidance and coaching on governance matters as well as staff-board and inter-team dynamics, during a period when my organization was transitioning its governance model. Sandy also offered thoughtful recommendations and practical tools for goal setting and time management. She communicated the results of assessment tools in a clear, understandable way.

I consider the work I did with Sandy to be pivotal in my professional growth and I am grateful to have had the opportunity to work with her.

Sincerely,

Gayle Noguchi

Executive Director

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