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March 13, 2026

RE: Letter of Recommendation for Sandy Mitchell Certified Business Coach on Executive Leadership Development and Executive Coaching

To Whom It May Concern:

This letter is a recommendation on the expert services provided by Sandy Mitchell, Certified Business Coach, in 2024-2025.

The Buddhist Churches of America, the oldest organized Buddhist tradition in the United States, contracted with Sandy Mitchell to provide executive leadership development coaching services to our Executive Director. Sandy provided coaching expertise within the context of a shifting non-profit governance structure and changes to roles and responsibilities of the Executive Director to more effectively manage the operations of the national organization.

The engagement was for 8 to 10 months in which coaching sessions were held virtually on a cadence that allowed learning materials and discussions to be incorporated into new work approaches and perspectives. Sandy brought to the Executive Director a suite of behavioral assessments that provided a deeper understanding of What, Why and How current behavior happens. Based on this baseline, areas of behavioral change were part of the coaching endeavor to offer more productive ways to communicate, address interpersonal challenges, and raise the level of empathy in leading staff and volunteers to the organization.

Sandy's work fulfilled the objective of providing the Executive Director with greater emotional intelligence that allowed greater influence and initiative to take on challenges.

Thank you for the opportunity to share our experiences with Sandy Mitchell's services.

Gassho,

Steven H. Terusaki, President emeritus
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