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March 17, 2003

Janet Halbert is a problem solver and a pleasure to work with. She is able, professional, highly personable, supportive, and reliable.

For three months in late 2002 Janet served as interim CFO for my organization, Jewish Family Service, as we conducted a search for a new CFO.

In this she took on a big task. Our financial staff numbered more than two dozen people at the time, and as is natural in any transition to new leadership, people felt unsettled and uncertain.

Someone else might have exacerbated the concerns among our staff members, but Janet astutely recognized the personal issues involved. She stepped in and handled things with a sure hand, reassuring our staff that her goal was to help the organization manage a transition to better things for everyone concerned, including the staff.

I told her a week into the process that I was already sleeping better in the knowledge that I could search for a new CFO without worrying about the day-to-day operations of our finance department.

By the end of Janet's three-month stay with us, we had indeed made the transition with ease. I consider the experience a highly successful partnership. Janet works at a high level of ethical professionalism, and I recommend her without qualification.

Sincerely,

Paul S. Castro J.D.
Executive Director/CEO