

March 9, 2018

Mark Light  
President, First Light Group LLC  
300 26<sup>th</sup> Avenue East  
Seattle, WA 98112

Dear Mark –

Thank you for serving as my coach as I transitioned into a new role at the Center for Housing and Health. As we first began our conversations you helped me to clarify priorities and why they were priorities. Once I could clearly articulate the priorities, we strategized on how to advance them within the organization and with external stakeholders. The strategies I learned with you ultimately helped Center for Housing and Health advance our mission of integrating the housing and health care sectors for people experiencing homelessness.

You gave me new tools to manage my time, prioritize and problem solve. Along the way, which admittedly was rocky at times, you helped me to solve real problems while keeping the big picture in mind. You deftly found the balance between pushing when necessary while also paying attention to what was not being said. You were a key source of wisdom, support and humor during the transition phase and after.

I especially appreciated 360 degree assessment experience. It helped me to hear a wide variety of perspectives and enact concrete changes to improve my leadership abilities. Receiving that amount of honest feedback from different parts of the organization was a rare and valuable asset. It reinforced the organization's philosophy of mutuality and how we rely on each other as a team to accomplish our goals.

For your experience, ability to listen and talent for getting to the heart of things, I and the Center for Housing and Health humbly thank you.

Sincerely,



Peter Toepfer  
Executive Director