

FROM THE DESK OF LARRY L POWELL

November 1, 2025

To Whom It May Concern;

It is a pleasure for me to write this letter of reference for Dr. Jim Cecy. Dr. Cecy is a gifted leader and has consistently demonstrated a unique ability to present effective leadership seminars and workshops to a wide range of professionals.

He is an incredibly effective communicator and author. Dr. Cecy is well known for his ability to distill challenging information into very useful, practical and understandable terms.

Dr. Cecy has outstanding skills in both content delivery and audience engagement. He is meticulous in his preparation and as a result his seminars and workshops are insightful and provide tools that can immediately be used in attendee's professional settings.

Dr. Cecy's presentations contribute significantly to the knowledge base of the attendees. I have seen him in action firsthand. If an organization is seeking an articulate, knowledgeable and engaging presenter, Dr. Cecy is the right person to conduct a seminar or workshop for your company or organization.

I enthusiastically recommend him to you!

Sincerely,

A handwritten signature in black ink, reading "Larry L. Powell". The signature is written in a cursive, flowing style with a large, prominent "L" and "P".

Larry L. Powell

Fresno County Superintendent of Schools (Ret.)

Pastor, Peoples Church