



To Whom It May Concern,

I am pleased to recommend Pastor Jim Cecy as a consultant and advisor as he transitions from the pastorate of Campus Bible Church in Fresno to developing curriculum on *Ancient Business Principles from the Wisdom Literature of the Bible*. My interactions with Pastor Cecy have been consistently positive, and he is widely respected across the Fresno community for his integrity, steady leadership, and practical wisdom.

From what I have observed—and from the testimony of leaders who have worked with him—Pastor Cecy brings a rare combination of clear communication, thoughtful analysis, and actionable guidance. He translates timeless principles into contemporary organizational practices: decision-making rooted in prudence, people care shaped by character and accountability, and conflict management that aims at reconciliation and long-term trust. These strengths make his forthcoming trainings well-suited for secular business and education settings as well as churches, para-church organizations, and Christian colleges.

I believe Pastor Cecy will serve clients with professionalism, humility, and results-oriented counsel. If helpful, I would be glad to speak further about my experience and perspective.

Sincerely,

A handwritten signature in blue ink. The signature appears to be "André" followed by a stylized, elongated flourish that extends to the right.

André Stephens, Ph.D.
President