



### Letter of Recommendation—Kelsey Taguba

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To Whom It May Concern:

Kelsey served as a CNE Program and Evaluation Intern from May to August 2020, during which I acted as her supervisor and main point of contact on staff. In this time, Kelsey impressed me with her professionalism, her strategic thinking, and her level of self-awareness.

From her onboarding to her exit interview, our entire relationship was “remote”—we communicated over the phone, Zoom, or email, but never met in person. Despite the challenges that come from being remote, unpaid intern, Kelsey “showed up” fully for work. She presented professionally in meetings, met deadlines consistently, and contributed to the success of each project she was a part of. I quickly came to trust her to conduct both evaluation and communication work with minimal direction and she never fell short of my expectations.

Early in her time at CNE, Kelsey joined a meeting with several CNE staff members to discuss a project—a resource guide on diversity, equity, and inclusion in the nonprofit sector, that she and another intern would be working on. Kelsey came prepared with good probing questions that got to the heart of the project—“Who is our audience? How will they use this product?” I was impressed that as an intern she trusted herself to ask these kinds of questions and to do so in a genuine spirit of humility and collaboration.

Kelsey ended her tenure at CNE with an exit interview in which she provided me with important, candid feedback. In doing so, she demonstrated her dedication to open communication. She also demonstrated a notable level of self-awareness. Going into a 100%-remote internship, she told me, she had anticipated difficulty in staying engaged and up-to-date with the rest of the office. For that reason, she put extra effort into staying connected. From my perspective, she was a model employee, always communicating what she needed, providing updates on projects, and being open to giving and receiving feedback. Her self-awareness and proactive approach clearly paid off.

I would count Kelsey among the most mature and work-ready of any of the interns I’ve seen in my four years at CNE. If given the opportunity, I would not only hire her but invest in her development with an eye toward promoting her to a managerial position, where I think she would be a very good fit.



Strong Nonprofits. Strong Communities.

Sincerely,

A handwritten signature in black ink, appearing to read "AR", with a long horizontal flourish extending to the right.

Andrew Robinson