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Recommendation for Blair Henry

To Whom It May Concern

I have worked very closely with Blair Henry during the several years while he has served as the Capacity Building Officer at NCONGO. Blair has excelled in this role and has acted as the catalyst for growth of the organization.

NCONGO is a membership based organization that is committed to build the capacity of the Civil Society Organizations' in the northern region of Botswana known as Ngamiland. Our members are made up of NGOs and other civil society organizations. When Blair joined NCONGO there were eight member organizations, a tiny budget and one part time employee. As of the writing of this letter in October of 2012, there are now over 50 member organizations and NCONGO has eight full time people and a funded budget until 2016. Blair has the ability to create momentum for projects and he has certainly done so here.

Over the course of a few years in the country, Blair has worked with dozens of member organizations to assist them to overcome many capacity issues such as marketing, management strategic planning and governance. Blair has been instrumental in mobilizing well over \$20 million USD and has worked with great commitment to raise the profile of the organization within the country. NCONGO's success has been noted and it is now the model for district coalitions in the country and Southern Africa.

Blair is a strategic thinker and has the ability to create momentum and focus on the projects he is leading. His past experience as an executive coach and his deep knowledge of business process combine to make him a valuable leader for any project.

I volunteered to write this recommendation for Blair because I am very grateful for his contributions to NCONGO, our region and the country and am very confident that he has the intelligence, work ethic and communications skills to add value wherever he works.

Please do not hesitate to call.

Yours faithfully

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Gary Tlhalefo Pelotshweu
Chief Operations Officer
Love Botswana Outreach Mission