

November 04, 2022

To Whom it May Concern:

As Director of Engagement for Shirley Heinze Land Trust, Bonnie Hawksworth was primarily responsible for strengthening development, outreach and volunteer capacity; overseeing external communications; advancing the fundraising and strategic plans; broadening relationships and partnerships with individuals, foundations, organizations and corporations; increasing organizational capacity by securing new funding sources; and maximizing donor retention.

Bonnie's quality of work is exceptional. She is thorough, well-organized, precise, thoughtful and versatile in every aspect of her work. There isn't a project she doesn't take on with confidence or complete without the highest level of quality and professionalism.

The organization achieved its fundraising and ambitious capital improvement goals thanks to her leadership. Her involvement with completing the accreditation application, developing program grant proposals, and securing support from new funding sources was greatly appreciated. She took on the supervision of additional staff and has demonstrated this is an area where she is highly effective.

During her tenure, she was an invaluable asset to the organization in every facet. She has been intentional about extending this skillset to build stronger relationships with major donors and funders. Her written and verbal communication skills are outstanding.

Bonnie has an excellent ability to build strong relationships with staff, committee members, board members, and volunteers. She excelled in transitioning new staff, resolving staff issues and implementing new procedures and systems.

Bonnie has led the team in creating a more collaborative work environment, especially with new team members. This is shaping a work culture that will allow the organization to achieve strategic priorities and engage more people. She has also been invaluable in helping the Executive Director be more effective and successful in his role.

Sincerely,



Kristopher Krouse
Executive Director

November, 2022

To Whom It May Concern:

I am writing this letter of recommendation for Bonnie Hawksworth, who currently serves as Youth Services Director for the Chesterton-Porter Rotary Club.

As Director of Engagement for Shirley Heinze Land Trust, we invited Bonnie to speak to the club. Her presentation was so dynamic and her style so personable, we invited her to join on the spot. Within months she had taken on a leadership role as Youth Services Director. She oversees the Chesterton-Porter Rotary relationship with Chesterton High School, including administering college scholarships, organizing our "Student of the Month" award, and supporting our local "Interact" youth club. She is both a team player and a leader. Her spirit of volunteerism is an inspiration to others.

Please feel free to contact me with questions or for additional information.

Sincerely,

Jane

Jane Delligatti, Past President
Chesterton-Porter Rotary Club
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Barbara Spies Labus

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To Whom It May Concern,

It is my pleasure to wholeheartedly recommend my former colleague, mentor, and now friend, Bonnie Hawksworth.

My name is Barbara Spies Labus. I had the honor and immense pleasure of working with Bonnie for seven exciting years at Shirley Heinze Land Trust (SHLT) until my retirement in 2021. We were hired on the very same day, and worked closely together during that time. Bonnie was hired as the Development Coordinator, and my title was Communications Coordinator.

As a graphic artist and educator, and a newbie to the world of a small non-profit business, I learned an enormous amount from working with Bonnie. I consider her a mentor. Her confidence as an experienced and highly polished business professional, along with her exceptional people skills, was very helpful, impressive and inspiring.

As Development Coordinator she was tasked with outreach to current and potential donors and board members, as well as planning and running increasingly large fundraising events. Her experience and poise helped to elevate the organization's fundraising efforts significantly.

During our time together, Bonnie and I collaborated closely on creating and editing many outreach/communication projects. We worked together on developing fresh new branding for the organization, including visuals, writing, and editing. She has a razor-sharp editor's eye, and impeccable taste that I knew I could always rely on.

Bonnie is highly organized, observant, and efficient, and at the same time, a genuinely warm and friendly coworker with a wonderful sense of humor. During our time at SHLT she was promoted to *Special Events Manager*, and then to *Operations and Special Events Manager*, where she excelled at managing a rapidly growing, ambitious organization that greatly expanded its land protection holdings, developed new outreach programming, and also applied and received national Accreditation with the Land Trust Alliance.

I am confident without reservation that Bonnie would be an excellent hire. Feel free to contact me at 219-512-6850 or barbspieslabus@gmail.com if you have any questions or would like me to further elaborate on Bonnie's talents and achievements.

Sincerely,

Barbara Spies Labus

November, 2022

To Whom It May Concern:

I am pleased to write this letter of recommendation for Bonnie Hawksworth. I worked with Bonnie at Shirley Heinze Land Trust.

During my time working with Bonnie, I experienced an exemplary employee. Bonnie was viewed as a leader by her peers and volunteers. Other employees sought Bonnie's advice for their projects. Bonnie was always open to brainstorming about any project and often led the way for improvements to processes and allowed others to see a different point of view.

She was always open to new ideas. She brought together those who wanted to stay the course and those who championed for a new idea. She was upbeat and friendly to all: volunteers, donors, and other employees. She is a great cheerleader and often served as an inspiration.

Bonnie is extremely organized and her responsibilities always included multi-tasking. She oversees the big picture while ensuring the smallest details are covered.

I highly recommend Bonnie. Please do not hesitate to contact me should you require further information.

Sincerely,

Vicki

Vicki Sparks
sparksreinke@gmail.com

ANNE WALSH

1551 HOGAN AVE., CHESTERTON, INDIANA 46304

219-926-4676

To Whom it May Concern,

I am writing on behalf of a co-worker and friend, Bonnie Hawksworth. I have been a volunteer on the Board of Shirley Heinze Land Trust in Northwest Indiana for twelve years; I am presently on the Advisory Council of the Trust and throughout the years have been a donor to this cause. I first heard about Bonnie when she was applying for the job at Shirley Heinze Land Trust. My daughter-in-law recommended her to me without any hesitation, having worked with her in an environmental preschool. She was described to me as someone who could handle every part of a job and who was extremely competent. As a board member, I was part of the team who interviewed her for the managerial position, and she was subsequently hired by Shirley Heinze Land Trust. All of these accolades were true, and she has given her all to propel the organization forward.

As far as her ability to organize a spectacular and appealing formal Fundraiser Benefit for three hundred guests or a simple cultivation event, she has been the best. As a volunteer, I have worked closely with her on many of these events. She was terrifically organized and brilliant! She has been extraordinarily hard working and unselfish. At the same time, she has kept the work at a reasonable level by simplifying old ways of doing things and by coming up with innovative ideas which have been very positively received.

In addition, part of Bonnie's job was to attend all the monthly committee meetings that I have been a part of. She has steered them along with the Executive Director and written careful minutes for the Land Strategy meetings, the Fundraising meetings, and Board Development meetings.

Bonnie is pleasant and fun to work with. Her positive and energetic attitude permeates all that she does. She has come up with great ideas and developed methods that have brought much success to our land trust work. I would highly recommend her to a future employer.

Sincerely,

Anne Walsh

Suzy Vance, LLC

8 Beach Avenue, Suite 946

Beverly Shores, Indiana 46301

219-229-1483



February 6, 2023

To Whom it May Concern,

I am writing to recommend Bonnie Hawksworth.

I have known Bonnie since she first came to work for the Shirley Heinze Land Trust in 2014. I was a board member then as this organization was expanding its mission for and commitment to Northwest Indiana. I remain committed to this organization as a member of its Advisory Council.

Bonnie eagerly and professionally helped revitalize systems to meet targets in the areas of Development and Fundraising. She was part of the team of staff and board members that worked on general projects as well as the organization's first Capital Campaign that exceeded its target.

What began as organizing and managing, easily transitioned into connecting and expanding the organization's audience, cultivating "new friends" across generations, promoting the organization as it worked toward and achieved national recognition by the Land Trust Alliance.

Bonnie is an inspired creator. She always is asking what else is possible, and she commits 110 % to any project she undertakes. As a professional, Bonnie understands how not-for-profit organizations work and how to engage and inspire teams of people as they work create and commit to their vision. To Bonnie, Mission matters. She is a master at branding and clearly identifying for the public and potential supporters the heart of what an organization is all about. I whole-heartedly recommend Bonnie Hawksworth to your organization.

Very truly yours,

Suzy Vance