

Amanda Gray
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To whom it may concern,

My name is Amanda Gray, and I have worked with Elizabeth Silva at the City of Albuquerque's Violence Intervention Program (VIP) for about a year. The violence intervention program is relatively new and has given us many creative challenges. Elizabeth stepped into her position with a determination to build our program and create long-term success.

Elizabeth was tenacious about getting our program funding from grants and other sources so it would be able to withstand any future political turnover. Elizabeth was successful in attaining the Kellogg grant to help support our school-based violence intervention program. I do not doubt that she would have continued to be successful in her endeavors to acquire more funding.

Elizabeth was an effective leader. She quickly learned everything she could about successful violence intervention programs so she could lead with knowledge. She went above and beyond to work alongside the assertive outreach team in the field to build relationships with the local communities. She worked to maintain a positive environment with all team members by having an "open-door" policy. I was always able to talk about any issues and receive her support. Additionally, she pushed all team members to pursue continuous improvement in all our program operations.

There is a ripple effect that is caused by people who have experienced traumatic violence, which can affect our team members. Elizabeth encouraged employees to take time for their mental health so they did not experience the burnout that often comes with working in this field. She made sure to incorporate mindfulness and a positive focus in all meetings and events.

Elizabeth was the center of our team and it will be hard to replace her. During her time with VIP, she took on multiple roles to fill staffing voids. She was staff manager, grant writer, and program director, and she excelled in all these roles.

I am happy to recommend Elizabeth Silva and I am confident that she will be a great asset to you.

Sincerely,

Amanda J. Gray, M.A.

A handwritten signature in blue ink that reads "Amanda J. Gray". The signature is fluid and cursive, with a long horizontal stroke at the end.

Data Analyst
City of Albuquerque
Violence Intervention Program