



September 12, 2024

To Whom It May Concern:

I am writing in support of Kelly Katzmarek's candidacy. I believe Kelly is an exceptional candidate because of her creativity, tenacity, and collaboration.

First, Kelly demonstrated the quality of creativity by bringing a new sense of energy to the Duluth Superior Orchestra's (DSSO) marketing when I hired here in 2020. She came into the organization not knowing anything about classical music but was ready to learn. By being open to coaching from myself and others, she took our style and elevated it to a new level. Her designs and copy were dynamic and really resonated with our audience. I am confident that she can bring that same level of energy and expertise to your organization.

Moreover, this candidate is highly qualified for this role because of her tenacity. During my time as their supervisor, she had to deal with work deadlines while also trying to balance out family and personal obligations and setbacks. While there was certainly hardship, she refused to let it affect the DSSO. She navigated these situations with great professionalism. I know that she will be an example employee in your organization as she was in mine.

Finally, Kelly will surely exceed your expectations because of her spirit of collaboration. While I could name several projects she worked on, I will bring to you as examples. She created and spearheaded the concept of marketing partners in the community for every concert last year. She did this without direction from me, and it ended up being a really great success with both the DSSO and the sponsoring organizations. The second example I will present to you is our time working on multiple season brochures. Kelly would always come into my office with great ideas or themes, colors, and even the perfect tactile paper that we should use for the brochures. While we could not always get every idea of hers into the final product, she was very willing to work with me on my vision for the final production piece and understood when to let her own creative vision be changed if necessary.

For these reasons and more that I have not listed, I strongly support selecting Kelly for this position. She is one of the finest staff members I have had the pleasure to work with in my career, and I would not hesitate to hire her again, if I had the opportunity to do so. If you have any further questions about their qualifications, please don't hesitate to let me know. I can be reached at BrandonVW@boisephil.org or 513.312.6913.

Sincerely,

Brandon VanWaeyenberghe
Executive Director, Boise Philharmonic