



July 21,1994

In regards to Allister Butler:

Without hesitation I write this letter of recommendation.

I have known Allister Butler since June, 1993. At that time he was hired as a part time Mental Health Worker in the adult mental health residential program where I am the Program Director. The position required that he work most hours alone supervising an adult residential program for 16 adults suffering with serious and persistent mental illnesses. The responsibilities included medication monitoring, supervision of the living skills program, one to one counseling and crisis management.

I was not Mr. Butler's direct supervisor but had direct contact with him as part of our weekly staff meetings. I was impressed with his intuitive nature, ability to "cut through" to the heart of an issue. He is a strong advocate for clients and their needs. At the same time he is able to be direct and help staff to feel safe to be direct in return. He empowers not only the clients but his fellow co-workers as well.

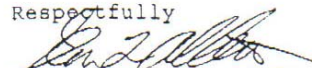
Due to his ability during our group team meetings I hired Mr. Butler as consultant/trainer in reviewing, developing and than training the staff in a groupwork curriculum. The training occurred over several months with a wide variety of training tools utilized. He was able to listen to staff needs and developed a training that was research based, audience centered, challenging, directed and well organized. The training included assessment, interventions, evaluation. He was a role model of his professional and ethical values during his work both as a consultant and worker.

I was impressed with his ability to maintain energy, sense of humor and organization. The tools he utilized were effective and varied. He utilized role-playing particularly well and was careful to include all members in the process. He used his skills in a way that the staff felt they were in ownership of the process and outcomes.

In closing I would highly recommend Mr. Butler for any position he is qualified for.

He will be greatly missed. He left a mark that will remain with the team.

Respectfully


Glen L. Albert, LICSW

7314 BASS LAKE ROAD NEW HOPE, MINNESOTA 55428 (612) 536-8134 FAX (612) 536-8893