



Secretariat of Laity, Marriage, Family Life and Youth

3211 FOURTH STREET NE • WASHINGTON DC 20017-1194 • 202-541-3040 • FAX 202-541-3176

Madeline Watkins
Staff Assistant
United States Conference of Catholic Bishops
3211 4th St NE
Washington, DC 20017

May 20, 2019

To Whom It May Concern:

My name is Madeline Watkins, and I am a staff assistant in the Secretariat for Laity, Marriage, Family Life and Youth at the U.S. Conference of Catholic Bishops in Washington, D.C. I am honored to submit this letter of recommendation for Janisse Flores, who served as a Digital Marketing Office Assistant with our Secretariat for the past almost year and a half. During this time, I have witnessed first-hand her exemplary work, I worked closely with Janisse on several projects, one which I oversaw and directed, and came to know first-hand her excellent quality of work, passion for the New Evangelization, love of Catholic ministry, and wide range of digital marketing skills that made her a true gift to our team. Getting to know Janisse this past year both professionally and personally I can say confidently I think she would be an ideal candidate for the open position in your Catholic organization.

Janisse is a well formed, devout, passionate Catholic who fully supports the faithful teachings of the Church. She has been formed both academically (undergraduate and graduate level theological studies) as well as pastorally and creatively in her years of helping to develop and design retreats for high school students in Texas, speaking about virtues and the Theology of the Body. She is skilled in public speaking and developing graphic design work, leading marketing campaigns, and social media work in service of the New Evangelization.

Janisse has a natural and trained eye for the beautiful and keen sense for what appeals particularly to attract young adults to draw them to the beauty of the faith. Our office saw this quality in her development of numerous weekly web graphics that were innovative, creative, and attractive. Our NFP Awareness Week for 2017 and 2018 social media marketing campaigns, for example, were the most successful it has been to date, thanks largely to the content and graphics in English and Spanish that Janisse helped to draft and execute. It has been an honor to work alongside her as I witnessed not only for her fruitful work but her joyful, virtuous, creative presence in the office.

Given her academic and pastoral formation and experience, her natural and developed gifts for communicating the beauty of the faith, her passion and drive for sharing the Gospel, particularly for Catholic organizations, and many other gifts, I think Janisse would be an ideal candidate and a great asset to your organization's mission and vision. I recommend her highly without reservation.

Should you have any additional questions, please feel free to contact me as I would be eager to share more about Janisse and her varied skill set. My best contact number is: 202-541-3042 or and you email me at mnwatkins@gmail.com.

Sincerely,
Madeline Watkins, MTS
USCCB - LMFLY Staff Assistant



Secretariat of Laity, Marriage, Family Life and Youth

SUBCOMMITTEE FOR THE PROMOTION AND DEFENSE OF MARRIAGE

3211 FOURTH STREET NE • WASHINGTON DC 20017-1194 • 202-541-3413 • FAX 202-541-3176

May 7, 2018

To whom it may concern,

I have had the pleasure of hiring and supervising Ms. Janisse Flores serving as an office assistant in the USCCB Secretariat of Laity, Marriage, Family Life and Youth for the past 17 months. When Ms. Flores invited me to offer a general letter of recommendation I agreed without hesitation.

Ms. Flores's skills in communication, marketing, graphic design and photography made her an ideal candidate for advancing our need to promote the work of our marriage initiative www.marriageuniqueforareason.org using savvy, positive and attractive graphic images for use on social media. In the time Ms. Flores has worked for me she has accomplished far more than I imagined. As you can see from her resume and websites, highlighting her work, this is quite evident.

A natural, determined, self-starter, Ms. Flores needed little oversight once assigned a task. She has demonstrated she is hardworking and is willing to put in the time to complete a project. Learning, adapting to and working within the highly sensitive parameters of the USCCB's social media protocols is no small task. Eager to receive instruction and develop quality material in a timely fashion with limited resources also speaks to her strengths. Her creativity and desire to communicate the lifesaving truth of Jesus Christ, with compassion is unparalleled. Ms. Flores exhibits genuine care and concern for everyone I observed her interact with. Always with a smile on her face and joy in her expression she is a valuable individual to any team.

With a combined background in Communications and Biotechnology and Ethics, and her deep faith in Jesus and His Church, Ms. Flores is an excellent candidate to any organization that would be willing to welcome and invest in her.

Please contact me should you need any further information.

Sincerely,

Tim Roder
Associate Director
(202) 541-3421



UNITED STATES CONFERENCE OF CATHOLIC BISHOPS

Sara Perla
Program Specialist
Subcommittee for the Promotion
and Defense of Marriage
United States Conference of Catholic Bishops

United States Conference of Catholic Bishops
3211 4th St NE, Washington, DC.

Dear Hiring Manager:

I am writing to recommend Janisse Flores to fill the open position within your Catholic apostolate. Janisse worked under my supervision as the Program Specialist for the Bishops' Subcommittee for the Promotion and Defense of Marriage at the United States Conference of Catholic Bishops (USCCB) and I have worked closely with Janisse for the last year and a half, as she has been a part-time Digital Marketing Office Assistant since January 2017.

The position that Janisse recently held at the USCCB is one that requires creativity within boundaries; often employees struggle with either one or the other, but Janisse was graceful about accepting the limits inherent in our work and able to work creatively within them. She independently developed and maintained a "brand" for Marriage: Unique for a Reason and explained why this is important to our organization's digital online identity. She combines a passion for the Lord and his Church with professionalism and practical knowledge of graphic design, marketing, brand development, and social media outreach. Janisse sought to collaborate with others in the building whenever necessary (for example, with the director of USCCB social media) and was also open to taking on extra projects when requested (for example, designing the social media campaign for "NFP Week" in 2017 and 2018). I have appreciated her team spirit creative eye for design, and, most importantly, commitment to the mission of the bishops and the Church's evangelization efforts.

Having seen her excellent work ethic first-hand, I can say with confidence that Janisse would be a valuable asset to your Catholic apostolate. She knows her faith, both in her head and her heart. She has a deep passion for the Church's teaching on marriage and family life. She also has the practical skills needed to help your apostolate become more visible and attractive in today's competitive market. She will use her creativity and work ethic to advance the mission of your Catholic organization. I recommend her highly and would welcome any further questions from the hiring committee.

Sincerely,
Sara Perla, M.T.S.
Cell: (703) 915-1325

September 1st, 2018



To whom it May Concern,

I have had numerous opportunities to observe Janisse Flores in both a Catholic community setting and in a professional setting, and I can say that she is one of the most impressive young women I have ever met. Janisse Flores has been blessed with strong talents and gifts. She thrives off of knowledge, particularly that of the sciences of theology and philosophy. She has a creative mind and strong work ethic, perfectly suited for taking her study to the masses in an engaging and ardent manner.

Her passion is bringing the Gospel of the person of Jesus Christ to women, Hispanics, and young persons. With her practiced talent in social media, film, photography, and communications she has asserted her capabilities for doing so on numerous occasions and at various professional opportunities. As a close acquaintance to her while she worked on new evangelization projects such as *Photina Short Film* and *Divine Communion*. I was a witness to her production, market research and social media marketing skills first hand. She excelled at both projects. She proved herself an ardent missionary in the amount of work she took on successfully as well as a savvy and creative businesswoman, aiding substantially in leadership, marketing, and hands-on media production to see that both campaigns met their quantitative and qualitative goals. As a coworker to her on projects for the nonprofit, Children of the Immaculate Heart, I was impressed by Janisse's ability and virtue to stoop and/or rise to all necessary levels to see a project completed successfully. Whenever she was called upon or requested, her answer was always "yes", and her work exceeded expectations every time. Knowing her intimately at this point, I can genuinely state that her strong work ethic was fueled by her desire to serve Christ present to those in need and bring the Gospel to those lost. Janisse worked well as a humble greeter and server at events and on the flipside worked as a creative mind and executioner for large fundraising events and media projects on behalf of the organization whatever it took to serve and bring healing either directly or indirectly to victims of human trafficking.

Janisse was also an assistant and partner to me in various apostolates; serving in catechesis, pilgrimages, and retreats for both small and large groups. She has a strong and joyful presence, which captivates audiences, stemming from a sincere and genuine interior life that she intentionally pursues. She is an excellent speaker on topics of relationships, virtue, the spiritual life, Marian consecration, the dignity of the human person, and the new evangelization. She has experience teaching and serving diverse audiences of youth and women in both English and Spanish. If I had to choose any person to work with in the apostolate, it would be Janisse Flores. She is gifted in creativity and communication, and her virtue is both challenging and a heroic witness. If she didn't believe herself called to live in Houston, TX, I would hire her in a heartbeat. As a matter of fact, I have offered her several professional opportunities throughout this past year (and know that other professional apostolates have pursued her talent as well) and each time she has declined because of her sincere desire to place herself more at the service and presence of her loved ones in Houston, TX. Janisse is an exceptional woman, and without a doubt, I believe she will be a great mind and heart to add to your organization

Kind Regards,
Devanie Cooper!
Co-Owner & Manager
St. Paul Book & Gift Store,

901-331-1734
devaniecooper@gmail.com



Children of the Immaculate Heart

P.O. Box 13954

San Diego, CA 92170

To whom it may concern:

Praised be Jesus Christ! This letter is to recommend Janisse Flores as a wonderful candidate to work for your organization. Janisse and I first met while I was enrolled in two certificate programs at John Paul the Great Catholic University in 2012. We became good friends through organizing and going on the Bike for the Unborn pilgrimage together and our friendship continued as she became involved with the non-profit I founded, Children of the Immaculate Heart, which serves survivors of human trafficking.

Janisse recently completed her studies at JPCU and is a graduate the University should be proud of. Her heart is all for God and her genuine zeal to work for his Church is something I wish I found in more people. She has a strong gift of faith and embodies it in her speech, decorum, dress, and actions. She is a living witness to Jesus Christ, which is exactly what the new evangelization requires. She has a particular gift and love for working with young women, helping them to realize their God-given feminine dignity.

This is why I think she would make an excellent employee with you. Janisse has assimilated what she learned in the classroom into her own life so that she is equipped not only to be a better catechist, theologian, or apologist on an intellectual level, but a better evangelist through the witness of her life. I have been impressed this past year watching Janisse prioritize her studies and leave aside unnecessary activities, which are good in and of themselves, but not the priority for her life as a student. This shows prudence and dedication to the task entrusted to her.

She did, however, manage to stay involved in various volunteer activities, including Children of the Immaculate Heart. It has been a blessing to have her technological skills in combination with the integrity of her person! She follows directions well and is very self-sacrificing, which is something I saw during our Bike for the Unborn pilgrimage. Very few people are willing to give a week of their brief three-week summer break for three years in a row to do penance on a 250-mile bike ride, sleeping in tents, parish halls, and relying on Divine Providence to provide for the group's needs. She is flexible and able to easily adapt to the situation at hand, which makes her a great person to work with.

Her education combined with her evident relationship with Jesus Christ would make her an excellent addition to your team. I would be happy to speak with you personally if you have any specific questions. Her presence in your organization would be a true gift for the Church. Thank you for considering her as an employee. I believe you will not be disappointed by selecting Janisse Flores as one of your employees.

Sincerely yours in Christ,

Grace Williams

President/Executive Director

J. Luis Cendejas
3723 Aries Glen
Escondido, Ca 92015
jluiscend@gmail.com
Cell: 619-665-6462

THE GORETTI GROUP

experience the joy of purity

August 20, 2015
Re: Letter of Recommendation,
for Applicant Janisse X. Flores

Dear Brothers & Sisters in Christ,

It is with great pleasure that I write this letter to you as a form of attestation and personal witness to Janisse's burning desire to follow the teachings of Jesus Christ, to proclaim the New Evangelization and to serve others.

I first came to know Janisse through my 13-year-old daughter Tatiana. Tatiana met Janisse during a "mini-retreat" offered by Our Lady of Mount Carmel Catholic Church during the summer of 2014. Janisse made quite the impression on my then 12-year-old daughter. Janisse spoke to a group of 11 and 12-year olds on the subject of purity and modesty. Tatiana was very impressed with Janisse, with her kindness, with a gentle explanation of purity and modesty that my daughter found so inspirational and refreshing that she has become a role model for Tatiana.

I am the Executive Director for a local Catholic Non-Profit Organization, The Goretti Group here in San Diego. A few months after I met Janisse through my daughter Tatiana, we were in need of volunteers for a retreat offered by the Goretti Group for middle school students. The Daughters of the King Retreat was in need of volunteers. A quick call to Janisse and she was ready to help, in any capacity that we needed. She attended several meetings in preparation for the retreat. She was always on time, always contributing constructive ideas for the development of curriculum, music and activities to take place during the event. She quickly took a leadership position for the event and took it upon herself to recruit 6 other volunteers that she supervised during the retreat. Her involvement with in this event was a significant factor in the success of the retreat. She has since participated in other events sponsored by the Goretti Group including a one-day Mission to Mexico to spread the word of God and represent the Goretti Group speaking to a large group of 13 through 18-year olds about human sexuality and the Theology of the Body. We could not have chosen a more fitting ambassador! The Missionaries of Charity in Tijuana expressed their gratitude for Janisse's presentation and her ability to speak to the young attendees in their native language.

Janisse has come to be a blessing for my family and I. My wife, my daughter and I faithfully follow her messages of love for the Lord on her Facebook page. Not a day goes by without a post or two or three, from Janisse, all uplifting, all positive, all full of love for the Lord. We follow her on Facebook every day and make it a point to spend time with Janisse on Sundays for a quick brunch, or just to have her over to our home and listen to her share her passion for Christ, love for her family and for her community. I spoke earlier of Janisse becoming a role model for my 13-year-old daughter, but she has become a lot more than that, she has become like an older sister to Tatiana. The purity and beauty of Janisse's soul makes me proud to write these words and humbles me that she thought enough of me to ask for this letter. One which I write with humble and sincere spirit of gratitude and thanks to the Lord for bringing Janisse into my life and the lives of my family.

In Christ,
J. Luis Cendejas
jluiscend@gmail.com



August 31, 2015

Re: Recommendation Letter for Janisse Flores

To Whom it May Concern,

It is with great pleasure that I recommend Janisse Flores for employment. I have known Janisse for approximately one year in my capacity as Catechetical Program Coordinator at St. Stephen Catholic Church in Valley Center. Janisse worked for St. Stephen's as a Youth Ministry intern for 6 months. Janisse is a beautiful woman of God and it was wonderful to work with her.

St. Stephen's approached JP II Catholic University in Escondido one year ago in hopes of hiring 2-3 JP II students to assist us with our Youth Ministry programs. Janisse came highly recommended by Dr. Michael Barber and Prof. John Kincaid. Janisse's joy-filled love for her faith, catechetical and biblical knowledge, humility and enthusiasm was exactly what we were looking for. Janisse is also fully bilingual which was a tremendous asset for our faith community. We retained Janisse and 2 other JP II students to assist St. Stephen's with our Youth Ministry programs and to foster relationships with our teens in Middle School and High School. Janisse stepped right in and connected with the youth especially our Hispanic girls. I was impressed with her authentic care for the youth and her desire to be truly present to them in Christian charity.

Janisse took on the task of coordinating and leading our Girls Confirmation Retreat in February of last year. It was a huge job and along with all the other responsibilities of being a JP II undergrad student, she did a remarkable job. She is very organized and thorough and worked well with all the volunteers. As part of the Retreat, we had a pre-retreat gathering with the parents and retreatants. Janisse gave a presentation to the Spanish speaking parents that was very well received. I received a lot of positive feedback from the parents. I was impressed by her ability to communicate the truths of the faith in a manner that was both relatable and inspiring. In the end, the retreat was a spiritual success as a result of her strong leadership.

In March, Janisse discerned that she needed to focus more on her schooling and resigned the position here at St. Stephen's. I understood and respected her decision. I am grateful for the time she spent here and fully support her in her future endeavors. Janisse and other young people like her are exactly what the church needs for the New Evangelization – faithful to the teachings of Christ and His Church, joyful, humble, enthusiastic and courageous. Janisse embodies these characteristics and I know her love for Christ will attract many to come to know Him, love Him and serve Him.

Thank you for your consideration. If you have any questions, please do not hesitate to contact me at (760) 749-3352.

In Christ,

Ellen MacPhee
Catechetical Program Coordinator



UNITED STATES CONFERENCE OF CATHOLIC BISHOPS

September 6, 2018

To Whom It May Concern:

My name is Madeline Watkins, and I am a staff assistant in the Secretariat for Laity, Marriage, Family Life and Youth at the U.S. Conference of Catholic Bishops in Washington, D.C. I am honored to submit this letter of recommendation for Janisse Flores, who served as a Digital Marketing Office Assistant with our Secretariat for the past almost year and a half. During this time, I worked closely with Janisse on several projects, one which I oversaw and directed, and came to know firsthand her excellent quality of work, passion for the New Evangelization and the Gospel of Marriage and Family, love of Church ministry work, and wide range of skills that made her a true gift to our team. Getting to know Janisse this past year both professionally and personally, I can say confidently I think she would be a great candidate for your current open position.

Janisse is a well formed, devout, passionate Catholic who fully supports the teachings of the Church, especially pertaining to teachings about marriage and family. She has been formed both academically (undergraduate and graduate level theological studies) as well as pastorally in her years of helping to develop and design retreats for high school students in Houston, speaking about chastity and Theology of the Body, and developing graphic design work and social media work in service of the Church's teaching on marriage and family. As a recent graduate of the John Paul II Institute for Marriage and Family Studies in Washington D.C., she understands well the theology and vision of the human person and our call to love as outlined by Pope St. John Paul II. She is passionate about this theology and desires to live it and share it in her own life and with her gifts in service to the Church.

Janisse has a natural and trained eye for the beautiful and keen sense for what appeals particularly to young people to draw them to the beauty of the faith. Our office saw this quality in her development of numerous weekly web graphics that were innovative, creative and attractive. She will be missed not only for her fruitful work but for her joyful, virtuous, creative presence in the office. Given her academic and pastoral formation and experience, her natural and developed gifts for communicating the beauty of the faith, her comfort and experience navigating the rapidly changing digital media world, along with her creativity and passion for sharing the Gospel of marriage and family life, I think Janisse would be a strong candidate and a great asset

Should you have any additional questions, please feel free to be in touch.

Sincerely,

Madeline Watkins, M.T.S
Staff Assistant
Secretariat of Laity, Marriage, Family Life and Youth
U.S. Conference of Catholic Bishops
832-746-5820
mnwatkins@gmail.com



Sara Perla
Program Specialist
Subcommittee for the Promotion
and Defense of Marriage
United States Conference of Catholic Bishops

Office of Laity, Marriage, Family Life, and Youth
United States Conference of Catholic Bishops
3211 4th St NE, Washington, DC.

Dear Search Committee:

I am writing to recommend Janisse Flores for the position of Director of Communications and Marketing at your Catholic organization. I am the Program Specialist for the Bishops' Subcommittee for the Promotion and Defense of Marriage at the United States Conference of Catholic Bishops (USCCB) and have worked closely with Janisse for the last year and a half, as she has been a part-time Office Assistant since January 2017.

The position that Janisse holds at the USCCB is one that requires creativity within boundaries; often employees struggle with either one or the other, but Janisse was graceful about accepting the limits inherent in our work and able to work creatively within them. She independently developed a "brand" for *Marriage: Unique for a Reason* and explained why this is important. She combines a passion for the Lord and his Church with professionalism and practical knowledge of graphic design, marketing, and social media outreach. Janisse sought to collaborate with others in the building whenever necessary (for example, with the director of USCCB social media) and was also open to taking on extra projects when requested (for example, designing the social media campaign for "NFP Week" in 2017). I have appreciated her team spirit, eye for design, and, most importantly, commitment to the mission of the bishops.

As her supervisor in our office, I can say with confidence that Janisse would be an asset as the Director of Communications and Marketing for your Catholic apostolate. She knows her faith, both in her head and her heart, and has the skills needed to help a school become more visible and attractive in today's competitive market. She will use her creativity and work ethic to advance the mission of your apostolate as Director of Communications and Marketing I recommend her highly and would welcome any further questions from the search committee.

Sincerely,

Sara Perla, M.T.S.
Cell: (703) 915-1225



Secretariat of Laity, Marriage, Family Life and Youth

3211 FOURTH STREET NE • WASHINGTON DC 20017-1194

202-541-3040 • FAX 202-541-3176 • EMAIL LAITY@USCCB.ORG

May 2018

To whom it may concern,

It is with great pleasure that I recommend Janisse Flores for her integrity, hard work ethic, passion for Christ and the Catholic faith and tremendous talent.

It was a blessing to witness the unique gifts that Janisse places at the service of the Church through her artistic ability and graphic design skills while she served the U.S. Conference of Catholic Bishops' Subcommittee for the Defense and Promotion of Marriage as an office assistant. Combining her love of beauty, truth, and goodness, she is able to work with skill and passion to produce photography and graphic art which draw the eye and soul to God. In such a way, she made a unique contribution to the work of the U.S. Catholic bishops by underscoring the beauty of marriage as God intended it between one man and one woman.

I can fully recommend Janisse for her enthusiasm and evangelizing spirit. For further information or questions, I can be reached at 202.541.3248 or by email at jdezelski@usccb.org.

Kind regards,

Julia M. Dezelski

Assistant Director, Marriage and Family Life, Laity



Secretariat of Laity, Marriage, Family Life and Youth

3211 FOURTH STREET NE • WASHINGTON DC 20017-1194 • 202-541-3040 • FAX 202-541-3176

May 17, 2018

Re: General Recommendation for Janisse X. Flores

To Whom It May Concern:

I am pleased to offer a strong general recommendation for Janisse X. Flores. I have known Janisse in a professional capacity since January of 2017, when she began working as our Digital Marketing Office Assistant in the Secretariat of Laity, Marriage, Family Life and Youth at the United States Conference of Catholic Bishops (USCCB). Janisse's position directly served the Subcommittee for the Promotion and Defense of Marriage. While I have not been her immediate supervisor, as Executive Director of the Secretariat I have been aware and kept apprised of her good work.

Janisse has always brought a positive spirit to her tasks and responsibilities, and she has exhibited a diligent work ethic during her time at the USCCB. She has been able to balance the responsibilities of graduate school and employment very well. The combination of her education, theological formation, passion for evangelization, and digital marketing/graphic design skills has been a great asset to the Conference, advancing the bishops' work of promoting and defending marriage and family life.

I am not aware of any reservations and strongly recommend Janisse for consideration for future professional opportunities. If I can be of further assistance, please contact me at alichtenwalner@hotmail.com or 202-531-8016.

Sincerely,

Andrew W. Lichtenwalner, Ph.D.
Executive Director (*outgoing*)
Secretariat of Laity, Marriage, Family Life and Youth
United States Conference of Catholic Bishops

Incoming Director of the Office of Formation & Discipleship
Archdiocese of Atlanta