

July 1, 2003
To Whom It May Concern:

RE: Letter of Reference – Michael Kennedy

This letter is written as a letter of reference for Rev. Michael Kennedy. I have known Michael as a pastor, instructor/facilitator, member of the Trinity United Methodist Church (Trinity UMC) appointed staff, and friend for a period of six years. While I do not hesitate to call Michael a friend and would readily vouch for his character, it is in my capacity as Chairman of the Staff/Parish Relations Committee (SPRC) that I write this letter of reference.

The SPRC is the Personnel Committee for Trinity UMC – ensuring that the paid staff positions, including the appointed clergy, are filled with qualified, talented, and motivated individuals. I have had the honor of serving as Chairman of this committee and working directly with Michael during the past year (July 2002 – June 2003). It was during this time that I have come to appreciate what an asset Michael is to Trinity UMC and how truly fortunate we have been to have received his gifts, expertise, and service for the past eight years. The SPRC and I are saddened by Michael's departure.

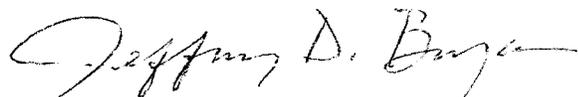
As the Associate Pastor at Trinity UMC, Michael has impressed me with his communication skills, his biblical knowledge, and the obvious depth of preparation and research that he put into his sermons. I believe Michael's knowledge on the essentials of communication and his excellent listening/verbal skills make him an ideal candidate for counseling, facilitation, or teaching/training positions. These skills are necessary for many other positions in today's business environment where effective communication is vital given ever-increasing time constraints.

I recognized Michael's leadership and organizational abilities through his work with the Christian Education Program for Trinity UMC. Michael's innovative approaches to curriculum and his implementing new, flexible class formats (e.g., adult forums) strengthened the program by broadening the scope of classes offered and by attracting many new participants – including myself. I believe Michael's leadership of this critical Trinity UMC program demonstrates his capability to perform in an area essential to businesses and churches alike – that is, an ability to develop a plan, obtain the necessary stakeholder support for the plan, implement the plan despite resistance to change, and provide follow-up by obtaining feedback to gauge success and continuously improve the program.

Through my two years of involvement with the SPRC, I have come to appreciate the full extent of Michael Kennedy's initiative, contribution to the church, and depth of character. As a full-time employee of Trinity UMC and graduate student at Idaho State University pursuing a Master of Education in Human Resource Training and Development, Michael demonstrated that he is not only hard-working but also highly committed. This was most clearly exhibited during the time he was completing his thesis when he volunteered and was quite involved in a number of extra initiatives by the SPRC. These initiatives included 1) development of a pastor performance review process, 2) drafting a job description for and hiring a nursery supervisor, 3) researching child sexual abuse awareness and prevention models, and 4) development of on-the-job training for the church's administrative assistant. Michael is sensitive to the needs of others and always willing to help. He has also been instrumental in facilitating strategic planning sessions aimed at diagnosing problems with the church and setting the stage for renewed cooperation and growth.

I recommend Michael Kennedy to you without reservation. If you have any questions with regard to his background or qualifications, please do not hesitate to call me – (208) 524-3620.

Sincerely,



Jeffrey D. Bryan, Chairman
Staff/Parish Relations Committee