

**BAY VIEW DISTRICT • affirming unity and honoring diversity**  
**CALIFORNIA-NEVADA ANNUAL CONFERENCE of the UNITED METHODIST CHURCH**

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Resident Bishop • Melvin G. Tulbert District Superintendent • Nadine DeWitt Droke

March 14, 1994

To Whom It May Concern:

This is a letter of reference for Michael Kennedy. I was Michael's supervisor for two years. From among the 63 pastors I supervise Michael was one of the most competent. He is an excellent administrator who meets deadlines, is thorough, accurate and follows through.

Michael has had to work with many types of people and get work done through committees, which is often difficult. He was able to help people see a vision and move toward that. Influence, rather than control, is the style he uses in working with people.

He has an analytical mind, so is helpful in the area of problem-solving. I have found him to be exceptionally bright, so catches on quickly to tasks that are new to him. It was my experience that whatever he tackled he did well.

Michael would be an asset to any staff as he also has an awareness and sensitivity to people of various backgrounds and culture.

Please do not hesitate to call me if I can answer any of your questions.

Sincerely,



Nadine DeWitt Droke  
District Superintendent

NDD:crs