



MOUNT OF OLIVES
LUTHERAN CHURCH

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REV. JOHN STEWARD, SENIOR PASTOR
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12/14/11

To Whom It May Concern:

I write this letter on behalf of Mr. Michael Marion. Mr. Marion was employed at Mount of Olives Church from June, 2003, through June, 2005, as Director of Music for our youth program. In this position, he was responsible to build teams and work with individuals to create excellence in all forms of media for junior high school students, high school students, as well as college students and young adults. Mr. Marion was outstanding in this capacity. He proved to be reliable, in that, he always followed through with his commitment to excellence and professionalism. He not only brought excellence to his position, but a wonderful sense of creativity as well. Creativity was clearly seen through his great musical talents as he arranged songs and wrote original compositions; as well as in his ability to motivate others. Like working in many other non-profit organizations, working in a church setting has many unique challenges; one such challenge is motivating a volunteer-intensive work force. Mr. Marion excelled in his ability to recruit quality musicians, vocalists, and media operators. The teams he created understood our vision and were willing to be stretched in order that goals were achieved.

Mr. Marion maintained his position as a professional, yet was able to enter into appropriate social relationships with both staff and students. In the capacity of church work, social lines are often blurred. To effectively serve individuals in a church setting, one must enter into their lives and share in daily experiences. This becomes challenging when the time comes for the church staff member to assert leadership in an equitable social relationship. Although Mr. Marion was close in age to some of the students in his charge, he was cautious in his conduct and earned their respect. Because of his character and high moral standards, students and volunteer staff were willing to submit to his authority and were eager to follow him as a leader.

As a person, I have great respect for Mr. Marrion. I am confident in his ability to succeed in all his future endeavors. As a perspective employee, I recommend Michael Marion without hesitation.

Respectfully,

Rev. Jim Reynen
Family Pastor