

9 June 2016

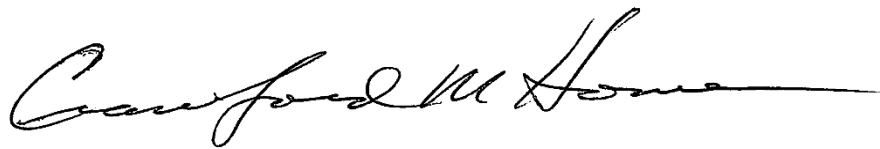
RE: Reference for Charles Parish

To Whom It May Concern:

It is a privilege for me to commend Chuck Parish to you for serious assignment consideration. He and I served together on the Mississippi District Church of the Nazarene for almost a year. I was the interim district superintendent. Chuck pastored the Vicksburg Church effectively, served on various district boards and committees, and was the Zone Facilitator where his local church was located. His local church played a major role in planting a Hispanic church. As the Zone Facilitator he represented the district superintendent in overseeing the pastors and churches situated in his jurisdictional area.

In filling this role I got to see him up close; sense his passion for ministry; his eagerness to improve continually his effectiveness as a leader; his openness to spontaneous and ongoing coaching/training, as well as never missing a training event arriving early and staying for the entire event; his self-starting initiative in executing his leadership responsibilities; his respect for leaders; his zeal in being a team player and building a unifying team spirit. I observed his impeccable integrity and character as well as his relational skills. In view of these observations and more, it was a pleasure for me to work with Chuck for too brief of a period.

Respectfully,

A handwritten signature in black ink, reading "Crawford M. Howe". The signature is written in a cursive, flowing style with a long horizontal line extending to the right.

Crawford M. Howe  
District Superintendent, Retired