



"A COMMUNITY OF BELIEVERS PUTTING MISSIONS FIRST"

December 19, 2005

Baha and Margaret Habashy
Partner, Integrity + Consulting
24 Dewitt Court
Markham, Ontario, L3P 3Y3

Dear Baha and Margaret:

Your recent workshop on "Overcoming Work and Information Overload", which we made available to our ministry leaders and support staff, was, on all counts, timely and needful. Early indications show that our staff have very readily employed a number of your strategies as they address their particular job requirements.

Beyond the very practical recommendations you have given regarding time and work management, however, has been an even more valuable contribution, i.e., the revision of our understanding of our roles and resultant expectations. It has been comforting and freeing for us as individual team members to realize that our roles are best defined by what we are expected to be rather than what we are expected to do. Then, your availability to assist personally in the application of these dynamics in the job setting has been invaluable. Your appreciation of "church" culture and your understanding of the need to give priority to biblical/spiritual guidelines added value to your ministry to us.

Your service to the kingdom of God in the future will have enormous positive impact as churches and parachurch organizations begin to understand your suggested approaches to dealing with overload and begin to implement your strategies and philosophy.

Sincerely,

A handwritten signature in black ink, appearing to read "Reg Andrews", is written over a light blue horizontal line.

Reg Andrews
Executive Pastor