

January 22, 2025

To Whom It May Concern:

I have known and worked alongside Dave Young for the past year. He came to my home church when we were in a leadership crisis, badly in need of stabilizing and direction. He is now preparing to leave us, his work and ministry complete. As a current elder at my church, I have learned from Dave and come to appreciate a number of things I've observed in him:

- Dave has a great capacity for coming alongside and getting to know people. He immersed himself right away in relationships with our membership that then formed the basis for a fruitful season with us.
- One of Dave's strengths is his administrative ability. It's a gift. He can see what needs to be done, he organizes how it might get done and who might be able to do it.
- While Dave's ability to administer the church is strong, he doesn't wield it in a heavy manner. He is confident in that gift but carries with it both a humility and a transparency. He is quick to acknowledge if he got something wrong and make things right with all parties involved.
- Dave brings years of pastoral experience with him. There is a depth to the person he is as a pastor and a follower of Christ that only comes with a lot of time ministering to and with people of all kinds and places.
- Dave has a tender heart for the things of God. His years of ministry haven't dulled that. They have deepened it. I see in Dave a desire to hear from God daily. To sit before the Lord and let Him speak.
- All these qualities show up in Dave's teaching. His experience, his knowledge of the Bible, his heart for people are all on display as he opens Scripture. He will take you into the historical details and context of a passage but never leave you there. There is always a call to respond to the message, personally and practically.

This past year has been a tough one at our church. But Dave provided the leadership we needed to find our way. He has been God's gift to us. I will miss him as he moves on to his next calling.

A handwritten signature in dark ink that reads "Paul W. Coleman". The script is cursive and fluid, with the first letters of each word being capitalized and prominent.

Paul Coleman  
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