

August 20, 2016

To Whom It May Concern:

It was a great privilege for me to serve in ministry with Dr. Will McRaney. We had the opportunity to work together on the staff of the Baptist Convention of Maryland/Delaware, where Dr. McRaney served as the Executive Missional Strategist. During those days, I got to know him as both a leader and a person of high character. There are many things that stand out to me about him and his leadership during that time.

First, he truly believed in his staff team. He was a champion of the collegiate ministry that I directed. He enthusiastically promoted the work within our network of churches, and he encouraged me personally during times of intense pressure. I knew that I had Dr. McRaney's support. Moreover, he was always approachable about issues and concerns, regardless of how big or trivial they might seem. His support and encouragement gave me a lot of confidence in stretching out in new directions.

Additionally, Dr. McRaney is a man of integrity. It matters greatly to him that his team and others associated with the ministry organization maintain a high level of Christian character. His own life and conduct were also part of that expectation. He always keeps his word, and he is honest and straightforward in his dealings with others. You always know where you stand and what you can count on when working with Dr. McRaney.

Finally, he is a thoughtful and thorough leader. He is decisive and strong when making decisions for the team. However, he takes his time in compiling factual data surrounding issues, as well as the perspectives of various leaders involved. Consequently, he speaks with the confidence of one who knows and understands what actions should be undertaken.

Consequently, I believe Dr. McRaney would be a strong benefit to any ministry organization.

Sincerely,

A handwritten signature in black ink, appearing to read "M. L. McQuitty". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Michael McQuitty