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To Whom It May Concern,

It is an honor and a pleasure to write a letter of reference for David Rehnberg.

In September of 2016 I was interviewed by Mr. Rehnberg for a fourth grade teaching position at Coastal Christian School. Although I did not receive that position, I applied again and was hired for the position of Director of Fine Arts and Enrichment.

It was Mr. Rehnberg's vision to provide and implement a high quality after-school fine arts and enrichment program. This program would be geared toward grades K-8th and students in the after-school daycare program. Working closely and under the direct supervision of Mr. Rehnberg, I would like to submit the following observations and insights concerning his character and leadership:

- Upon being hired for the director position, I was given complete control over the program. In our weekly meetings, Mr. Rehnberg offered advice and helpful/insightful suggestions, but was never intrusive or micromanaging of me or the program. He fully trusted my capabilities when hired; and further trusted me to run the program.
- When I made mistakes, Mr. Rehnberg was assertive in bringing those things to my attention, but gracious in offering ideas and suggestion in how fix and learn from them. His conflict management skills were amazing. He did not assign blame to me or others, but instead focused on ways in which to fix problems and manage broken systems.
- As a faculty representative for the Jr. High ASB, several times I was called upon to act as "mediator"; communicating the plans/wishes of the Jr. High Students to their principal. I was extremely impressed at Mr. Rehnberg's flexibility, brain-storming, and willingness to collaborate and come up with solutions and ideas to make all parties happy. Unlike other leaders I have worked for Mr. Rehnberg is not threatened by a little "pushback." His healthy sense of self and confidence in his abilities and gifting are tempered by his humility and "self-giving" disposition.
- As an ordained ministered, I was constantly struck at the gracious, upright and loving ways in which Mr. Rehnberg interacted with his staff, faculty, and students. The

evidence of this was manifested in his intentional relationships with students and parents; as well as faculty and staff. He is a deeply spiritual/godly man who “walks his talk.” I would love to have such a man as a member of my church board/vestry.

- I recently told Mr. Rehnberg that I had previously worked for an amazing school superintendent for fourteen years (a man who has worked as a successful Christian School and Pre-school administrator for over 30 years). Mr. Rehnberg shares many of the same qualities this man possesses. In the short time that I have been at Coastal Christian I have been extremely impressed with Mr. Rehnberg’s administrative skills, and capabilities.
- Mr. Rehnberg is a man of vision. The dreams and vision he had for Coastal Christian School could be seen and felt in his tenacious work ethic, his positivity, and joyful/enthusiastic attitude and passion. He has an obvious desire to provide an excellent environment/community where everyone involved can flourish and reach their full potential spiritually and academically. It is evident that this motivation brings him a sense of true purpose and vocation. However, as Dietrich Boenhoffer states in his book, “Life Together,” Mr. Rehnberg never lets the passion of his vision get in the way of loving his people.
- Lastly, Mr. Rehnberg’s impact can be seen in the devotion, love, and loyalty reciprocated by his faculty and staff (not only toward him, but toward each other). A wise administrator once said to me, “David, a school is only as good as its faculty and staff.” I would add, “. . . and a school is only as good as the person who leads it.”

In my thirty years in education as a teacher, coach, professor, and now minister, I can say, without reservation, that anyone looking for a school administrator would be blessed and fortunate to have Mr. Rehnberg at the helm. For me, it was an honor and privilege to work under his leadership. I would highly recommend him in any administrative role/position. Please feel to call me or email me if you have any further questions or inquiries.

Sincerely,

Rev. David Bartholomew (CCS Fine Arts/Enrichment Director)

