

## Letter of Recommendation – Charlotte Barbee

To Whom It May Concern,

It is my honor to recommend Charlotte Barbee without reservation. Though I have known Charlotte for many years through ecumenical circles, my appreciation for her gifts and character deepened significantly as we worked together directly — she as a Board Member and Ministry Leader, and I as the incoming Lead Pastor of our local ministry. Charlotte was instrumental during that transition, and I firmly believe her contributions were central to the 25% membership growth we achieved in our first year.

Charlotte is a leader of rare integrity. She prioritizes what is right over what is comfortable, asks questions that spark creative thinking, and consistently delivers high-quality work that meets deadlines while exceeding expectations. I have entrusted her with sensitive and critical assignments with complete confidence. She also provides thoughtful, constructive feedback that challenges the team toward excellence while honoring the importance of unity and collaboration.

What distinguishes Charlotte further is that she holds herself to the same standard she expects of others. Her attention to detail, combined with her broader vision, allows her to guide supporting tasks without losing sight of the main goal. She is genuinely committed to making everyone around her better — peers, subordinates, and leadership alike — and has been a driving force in building a healthier organizational culture.

Charlotte also demonstrates a mature understanding of how to navigate transition. She speaks openly when the team needs direction and consults privately when leadership integrity requires discretion. She approaches those resistant to change with both strength and compassion. Her ability to embrace new direction and align her team with organizational strategy was essential to our first-year success.

Finally, Charlotte is deeply committed to personal growth. She attends monthly leadership and ministerial training faithfully, completed a ministry development course to strengthen organizational processes, and actively seeks feedback to improve her teaching and ministry effectiveness. Her pursuit of excellence knows no limit.

I commend Charlotte Barbee to you with full confidence. She will be a valued asset to any organization seeking a partner of integrity, vision, and genuine dedication to success.

I am happy to provide any further information using the contact information below.

Sincerely,

Christopher Patterson  
Lead Pastor, Christ Temple Apostolic Church  
9000 La Riviera Dr | Sacramento, CA 95826  
925-305-0036  
chr.patterson1@gmail.com