

It is with great humility, but also great joy, that I recommend Jason Swanson to you as the next Senior Pastor for Rancho Baptist Church. Throughout our search process, the team worked off a pastoral profile and job description provided by the elder board and compared each candidate against the qualities listed in these documents. We were prayerfully checking to make sure that each candidate had the necessary competency, character, and chemistry to be our next Senior Pastor. I am very pleased to report that Jason Swanson presented himself as an excellent match.

In addition to simply meeting the requirements of the pastoral profile and job description, Jason stood out in several areas. For example, he has an encouraging and compassionate shepherd's heart and demonstrates a genuine love for others. Jason is interested in investing his life in people. He wants to see them grow in their knowledge and love of the Lord. Therefore, when Jason preaches, you get the sense that he is not preaching *at* you, but sincerely trying to come alongside you in order to pursue Jesus together *with* you. Furthermore, Jason is doctrinally sound. He was one of a few who received a perfect score on our doctrinal survey and he has an excellent education (with very good grades) from Masters to back it up. Beyond that, though, Jason understands that the role of the Senior Pastor is not just to preach doctrine, but also to use his knowledge to protect, lead, and guide the flock. Jason is also humble and transparent. You quickly realize that there is no guile in him and that what you see is what you get. He is teachable, approachable, and ready to admit his weaknesses. Additionally, Jason is hospitable and family oriented. He has repeatedly expressed his interest in having families over to his home in order to get to know them and invest in them. He strongly feels that a Senior Pastor cannot only meet with the people on Sunday and expect to have the kind of trusting relationship needed to fully guide the church. Finally, Jason has proven that he is willing to take on challenges and does not quit on what God has called him to do. In Papua New Guinea, Jason willingly chose to take on a difficult ministry because He understood God was calling him to it. Through many trying times, and even though he was presented with many "legitimate" opportunities to quit, Jason persevered in the strength of the Lord until his ministry was fully accomplished. This is especially encouraging as we consider the special needs and challenges facing RBC in the coming months and years.

I am excited to recommend Jason because RBC does not need a pastor who *just* teaches, although Jason does that well. We need a pastor with the heart of a shepherd. We need a pastor with tenacity. We need a pastor who has proven he will not quit when the going gets tough (because our going is a bit tough right now). We need a pastor who wants to invest in the staff. We need a pastor who loves the Lord. We need a pastor who is going to model a healthy home life. We need a pastor who is missions minded. We need a pastor who is devoted to prayer. And we also need a pastor who is hospitable. Therefore, in light of the many stand out characteristics that Jason exhibits and because he is a fantastic match to our pastoral profile, his great love for the Lord and others, and his devotion to prayer, I fully recommend that Jason Swanson be Rancho Baptist Church's next Senior Pastor.

With respect and humility,

Doug Schell