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LETTER OR RECOMMENDATION

To Whom It May Concern:

I have been Chairman of the Elder Board in Crossroads International Church in Amsterdam, the Netherlands (www.xrds.nl) during two periods (1990-1997 and 2002-2007). Crossroads International Church was a church when I joined in 1990 of approximately 100 people on a given Sunday. Nowadays it's an English language, international church of approximately 1400 people.

During my two periods of being Chairman of the Elder Board, we had searches going on for new senior pastors and both times Mr. Bruce Dingman has been an invaluable source of help, information, support and encouragement in these pastor searches. He has visited us pro bono and given us his council and shared his insights in the process, which have been very helpful. He is able to combine his professional expertise with his knowledge and understanding of church organizations, especially when it comes to international churches.

I can wholeheartedly recommend Bruce to any pastor search agency or organizations that work with international churches. He works with integrity and is able to work with a wide variety of people and cultures.

I myself have been a partner in a public accountancy office in the Netherlands (www.berghoef.nl) and presently I am the CFO of a Dutch Christian Relief and Development organization Stichting Dorcas Aid International (www.dorcas.net). Feel free to contact me if you want further input on this letter or recommendation.

Yours sincerely,

Nico Hoogenraad AA