



Reference letter

Daniel Harka has been working as a volunteer with our organization since 2015. In the course of the time period since then, I had the occasion to get an insight not into his competences and quality of work as well the way he connects others in work and informal activities. I could also gain some understanding of the values and drivers defining his decisions and lifestyle.

He started volunteering quite early, as a member of a good atmosphere peer group with whom they have been working in several projects. In the first period of volunteer work, his work and attitude was characterized by a willing and enthusiastic involvement in already running activities: he contributed enthusiastically and naturally to all the programs and activities in which he was happy to take part, according to the perceived needs. In doing so, he learned about the most important values and principles of our community, respected them and with which he was able to identify with, followed them.

During the next period, he led independent areas in larger projects, in which he managed the work of a smaller team with help, in teamwork and supported by mentorship but independently. E. g. in the case of a 40-person, international, one-week youth mission camp and 7 related mission trips in 2019 where he was led - successfully - the whole registration process and the financial implementation. From 2017, he is responsible for the leadership and organization of the children Bible study group for children aged 3 to 6 which includes the mentorship of animators as well as the curriculum planning. In the course of such assignments, he is open for external suggestions and remarks while he implements the various tasks quickly, reliably and smoothly. Based on the positive feedback from his team, he accomplishes this as an immediate, effective leader creating a friendly atmosphere.

The third type of his tasks stemmed entirely from his own, proactive initiative, discovering areas of need, by launching activities together with the help of a small team. These activities have also been successfully and permanently operated. One such initiative was the organization of informal social events for his contemporaries, including talks, board games or excursions. They offered quality community time for isolated, lonely, disadvantaged and/or internet-addicted young people by creating opportunities for connections and open conversations. This community-building provided an opportunity to initiate prevention and self-healing processes.

Another such initiative was the launch of the "Hero's Club", in which, with the help of her mentor Gabriella, has been leading a youth team of an approx. 10 people, with whom a playhouse for conversation and development for children aged 4-13 was organized on a monthly basis, for 1,5 years (it is currently closed due to the pandemic). On these mornings (one Saturday morning each month) during 4 hours, animators and teachers help children understand biblical truths about love, relationships, values, and coping strategies through games and activities developing children's' fine and gross motor skills.

Daniel proved to be outstandingly reliable and disciplined in keeping track of and adhering to both the starting times of the meetings and the deadlines for the tasks and preparation activities. He is characterized by openness and trust towards his leaders and mentors. Though he contributed with many ideas to the invention, he was open to understanding and supporting the ideas and opinions of



others. He can select and apply the most appropriate digital tools and methods for a given task in an experienced manner so that he does not only perform the tasks assigned to him accurately, but he can also creatively find ways to use and share the collected data and information.

As a team member, he likes to find activities that create fun and bring team members together, he loves and seeks the funny side of things, while his work is usually characterized by quiet efficiency. As a leader, he is exemplary and reliable while he leaves room for the creativity of others: he receives ideas from below not only openly, but also gratefully. He highly appreciates his relationship with some of his volunteer peers with whom they trust each other: they can count on him as a loyal friend

The biggest impact on me was when he had to endure in a critically difficult and unworthy situation. His calm and dignity in this situation testified to real spiritual strength and a much more mature personality than his age.

One of the secrets to his consistently reliable performance, in my opinion, is that he has been able to identify with the values and goals that members of our community feel essential, he contributed to shaping them and found points where these relate to his own deepest values - thus meaning true intrinsic motivation for him, and also gave him perseverance for the more monotonous tasks as well.

I consider one of the most valuable human qualities to be the kind of courage when someone - accepting friendly feedback or recommendation - dares to face things that are worth working for change. Since this attitude characterizes Daniel, I find that his abilities, together with this attitude, open up vast horizons for his further development.

With more than ten years of leadership and twenty-five years of pedagogical experience behind me, I can say that Daniel has valuable generic employee competencies such as complex problem-solving skills, decision-making skills, flexibility, perseverance, humor, creativity, thoroughness, excellent communication skills and cooperativity. Therefore, I am sure that his personality, attitude, and work will inspire others and will be a real added value for the organization he chooses.

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