



COMMUNITY BIBLE CHURCH 9919 CARROLL CENTER ROAD SAN DIEGO CA 92126-4592

May 27, 2008

Dear Glen;

Stop me if you haven't heard this before but this is one of those typical, standard, letters of recommendation applauding the efforts of an outstanding leadership team builder from the benefactor of said training. But if that were what I would write it would not do justice to just how significant a positive impact Glen Aubrey and CTRG has made on Community Bible Church.

Being dysfunctional by nature, like many strong willed, unteachable, hard headed and hard charging leaders, I expected what I had always heard before about leadership training and therefore entered CTRG's 10 month training with a bias. However, what I came away with was far different--the tools and skills that I could immediately apply to my life and my team that would make a material difference in our organization. And some 6 months later that is exactly what has occurred.

Instead of the training being the typical "Here's how you get the most out of people to get what you ultimately want" we got "Here is the right way to lead: Make a decision about the success of those 'under you' through a change in your (my) behavior that sends the message that your desire for their success is accompanied by far more than just words but a change in me. And whether I wanted to admit it or not, it was me that needed changes.

Glen's style appeals to people like me. Instead of "pushing" his style is one of a gentle "pull" as he is of the firm belief that truth discovered is far more beneficial to the recipient than truth proclaimed from some teacher or book. Frankly, I think Glen stole that concept from some Jewish carpenter but we'll let that go.

To me it is very simple. If you want to be a better leader, build stronger, people edifying teams and lay the foundation for a legacy that will live on long after you retire or move on, you need CTRG and Mr. Aubrey. If there was another more efficient, better approach to leadership and organizational training believe me, I would take. But there is not.

Respectfully Submitted

Barry Minkow