

*"Any organization interested in improving its leadership or management team could find many potential consultants and literature in the market place. However, Bruce Bugbee offers a unique approach in developing people skills in an atmosphere of trust."*

*"What I appreciate about Bruce's leadership is he didn't come to us, take over and implement plans. We were always involved in the decision making process. We had a voice. We worked alongside him, moving forward as a team, able to continue in his absence because we were equipped."*

*"Bruce was instrumental in leading a servant-leadership team to turn-around our church from a poorly led congregation into a thriving community of Christ-followers. His humility and giftedness left a legacy of faithfulness and trust."*

*"Bruce Bugbee was not afraid to get his hands dirty and take care of some of the deeply rooted problems. He brought unity between the staff and congregation. We went into the trenches together until the church was healthy again. I was honored to work with Bruce and highly recommend him."*

*"I had the privilege of participating in the restructuring of our church leadership team that suffered from systemic dysfunction. Week after week Bruce skillfully coached us in identifying the underlying causes. His professionalism and honesty led us to understand our unique differences and how to create and function as a God honoring team."*

*"I was hired at the church by Bruce Bugbee during a very difficult time for the congregation. He brought direction and leadership to a volatile church. During the time we worked together I watched him equip and mold the church back to a healthy place of worship. In my opinion without Bruce Bugbee's efforts the church may not have made it."*

*"I worked with Bruce for over three years while serving on the governing board of our church. He provided guidance and leadership, both administratively and spiritually, to get us through a bit of turmoil... and we came through it with great improvements, new directions, and a happier congregation."*

*"I worked alongside Bruce as a member of his Equipping Team for four years. While it was a difficult season at the church, it was a tremendous season of growth and healing. Without question, this was due to his leadership and guidance. He turned our once very fragile community into one that is stronger and thriving today."*

*"Bruce did a marvelous job of assessing the strengths and weaknesses of the pastor and church leaders, while providing timely, insightful and biblically based coaching for the team to rebuild open and honest communication. He assisted us in establishing an organizational structure that could thrive while functioning on scriptural principles and priorities."*

*"Bruce is a great leader, able to deal with difficult situations and solving them in a manner that is best for the church. Through this, I've befriended him and have the highest respect for Bruce (even though he is not a very good golfer)."*

*"One of the large projects he started was a large 775K remodel of our worship center. This project not only looked amazing, but it brought the church members closer together around the future with a common ministry goal."*

*"Bruce developed and taught a leadership conference in a third world country that effectively identified and evaluated the gifts and strengths of leaders, delegated responsibilities and established an effective volunteer organization. Some of these skills were not endemic to the culture and miraculously contributed to a vibrant ministry."*

*"Because of the ways God was working through Bruce, our church is no longer the church it used to be, and the same is true of me."*

