



City of Lakewood

**Office of the Mayor
Bob Murphy**

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To Whom It May Concern:

For the last several years the Lakewood City Council has utilized the services of Marcia Hughes and Collaborative Growth to facilitate our annual Planning Retreat. Additionally, Marcia has done extensive work within several City departments, in roles that include both group facilitation and individual mentoring.

A board of eleven elected officials naturally comes with a variety of individual agendas and egos. Good facilitation requires a great deal of advance preparation in addition to finesse, empathy and, where appropriate, toughness. Marcia has consistently displayed exactly the right balance of these traits, and as a result City Council has experienced extremely positive and productive retreats under her guidance.

Sincerely,

A handwritten signature in cursive script that reads "Bob Murphy".

Bob Murphy
Mayor