Dear Bob,

Since our Retreat at Tarra Wildlife, MFA leaders have been “buzzing” with the enjoyment and success they believed they had created. So I am (once again) reminded that it is not our role to invent/ create/ develop the best idea, rather it is our role to facilitate the process by which an organization’s leaders create/ develop the ideas they believe will work. Thank you for helping MFA leaders invest in our future.

Warm regards,

[Signature]