

PROBLEM BOARD MEMBER: LETTER ADDRESSING EXTREME BEHAVIOR
AND/OR PERFORMANCE



White Bear Lake Reservation

Board of Very Important Things to the Community

Date: April 14, 2008

To: Robert Rulemonger

The purpose of this letter is to serve as the first and only warning you will receive from me as the Board Chair to let it be known your extreme behavior cannot be tolerated.

When I assumed the position of chair, I noted the following:

1. You had used our van for your family vacation to Arizona, a trip of two thousand miles.
2. You received checks for travel expenses to two conferences, neither of which you attended, and we were forced to garnish your wages to recover the money.
3. You shouted and cursed at staff members and fellow board members in the meetings.
4. You frequently missed meetings and then insisted that issues be discussed all over again at the next meeting.

Specifically, the following behavior will not be tolerated; verbal abuse of board members or staff, including threats of retaliation against those who do not vote with you on an issue, any belligerent disrespectful treatment of fellow board members that may lead to a physical confrontation, and any personal use of organization funds or property.

Your poor attendance record at meetings is also the source of problems. Many confrontations occur when you demand to visit issues already voted on in your absence.

In the future, if you choose to exhibit any of the above behaviors, I will simply ask you to leave. If you refuse to leave, I will call the police and have you removed as well as sign a disorderly conduct charge against you.