



From earlier today

Sat, Aug 11, 2012 at 12:15 AM

To: John Dehlin [REDACTED]

Hi John,

I can see that working with me is going to kill you. Let's not let that happen.

I don't like how the roller coaster went yesterday and I agree with you that working for you is very bad for me. It constantly places me in a compromised position. It's bad for you too. I owe myself more. You owe yourself more.

Along the lines of taking care of me, I deserve official notice, severance, and compensation for the efforts I expended thinking I wouldn't be dismissed before I had a chance to see them through. If you would not choose not to dismiss me now, I'd be able to have this operation scaled in 6 months. Everything I've been working on is at the door and I'm being asked to leave just before I make it happen. I therefore deserve a fair settlement. I have done beautiful work for the foundation. You are not dismissing me for my work, you are dismissing me because you love me. That is not something that I have control over nor is it something that is my fault.

I think that part of dismissing me should include writing something up for the board.

That's more fair than asking me to walk away when it is not me who needs me to go. Does that make sense? Kevin and Teri are important, too, of course. AFAIK, I am not a contract employee.

I'm assuming you want me to drop all the balls I have in the air. That's hard to do because many people are waiting for me and I think a transition strategy is requisite and should be part of my dismissal. My dismissal could even be in conjunction with your transition strategy. I don't feel good about letting people down until after you have officially completed my dismissal and/or proposed a transition strategy. It just doesn't seem fair to throw projects and people's work and hopes out like that.

I suppose these suggestions will sound very difficult to you. I don't feel like I can help with my dismissal and a transition strategy that includes downsizing, however, because my inclination is to stay and scale this badass organization so we can help thousands and bring in donations that will drive the foundation into the future with fire on its wings.

That said, I respect your choices. I can certainly see where you're coming from. You should do what you need to do. It may ultimately be what's right. I can see sure advantages for me, too, even though I am okay with the status quo.

Do what you need to do in the right way, k? The right way is you just taking care of the problem instead of placing pressure on me to leave when I am inclined to stay and scale.

Again, do what you need to do. It'll be okay. What you have at home really is special (I wasn't saying that sarcastically yesterday. It came out 'cause I meant it: you've got a good thing worth keeping... keep it... but take the steps necessary yourself to keep it - dismissing me/transition strategy yourself.) and honestly, my jealousy is declining and my emotions are stabilizing. I'm doing well. I could be better though. A fair dismissal wouldn't be my choice, but it could work. It could be wonderful even. Quitting would be better, but I'd rather find a new job first.

Is there anything else we need to communicate about this weekend?
If so, can we just go back to distance? The BFSM thing yesterday wasn't good for me.

3/15/13

Gmail - From earlier today

I'll wait to hear about my dismissal from some official capacity. And no worries, no coup, no taking John down. I promise I have only ever had your best interests at heart.

Sent from my iPhone