

From: Atlisamillion@aol.com
Sent: Wednesday, May 12, 2010 4:06 PM
Subject: Re: Likely my last email about the IRWA budget

Hello Kathy-

While I commend you on your passion, I do not believe that this budget is unreasonable. Yes, these are difficult times for many businesses. But I am not sure what you are trying to do here, sending the email to "*leaders in every chapter in IRWA*" without first going through our own leadership chain, Chris and Renee. If we do not have faith in our leadership, why do we elect them? I also believe that the antagonistic tone of your emails, which used words and phrases like "*hemorrhaging*," "*whither and die*," "*beating your head against a wall*," and "*take back OUR Association*," is counterproductive.

This is a volunteer, non-profit organization that is thriving. I have been in many large and small volunteer organizations, and it is difficult to motivate and demand from people who can just walk away. The negativity and outright antagonism in your messages, which appear intended to draw a divide between the volunteer leaders/members and the IRWA employed staff, is demoralizing. For example, I am not sure how demanding to know why there is a \$700 a month car allowance for the Executive Vice President is helpful to the continued success of the organization and its members.

Yes, the economy is down and times are in a transition. All the more reason to be better than the next guy. Making decisions on how best to use the IRWA's limited budget to attract and retain a talented staff and to modernize and promote the organization, even in the current economic climate, is exactly what we elect and/or employ the organization's leaders to do.

[Print: When Expenses Are Really Investments - SmartMoney.com Small Business](#)

As you may recall, last year, there was a great deal of anger among certain Region 1 chapter leaders about several people from headquarters making a trip overseas to promote the IRWA. Yet that investment already appeared to be paying dividends in Indianapolis. Looking to the future and keeping up with trends will keep this a viable organization, which is in everybody's interest.

Respectfully,

Lisa Million
Chapter 47 President

and a small business owner...

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From: Banks Carolyn D (Chris)
To: Atlisamillion@aol.com
Subject: RE: Likely my last email about the IRWA budget

Good Afternoon, Lisa,

I'm sorry – I should have said something sooner. Please don't assume that Kathie went around me. I was aware that Kathie was sending the email to the leaders of the other chapters before she sent it out. I had no objection to the email and I would have had no right to prevent her from sending it. Kathie asked some of the same questions at the Forum and I had to defer them to Mark.

I applaud anyone who has the passion and love that you and Kathie have for this organization and I will defend your right to communicate with everyone else in the organization. No one needs my or Renee's permission to communicate with anyone in the IRWA and not all requests or emails have to go through us. I am your representative, a leader of the Region but I am not an expert at all things.

I work at a real job and spend a lot of my employer's time doing IRWA business. To be fair to my employer I depend on vigilant and actively involved members like you to help keep me on my toes. If something is on your mind, I would always want you to say something. We need people like you and Kathie in this organization to speak up for what you believe. I would never have been able to answer the questions that Kathie asked as well as the individuals who worked on putting the budget together. I guess what I am saying is this – we can have faith in our leadership but we should never take it for granted that they always know what is best. It is up to us as members to watch how our organization is run or we could end up letting the tail wag the dog. As Albert Einstein said, "Question everything."

Chris

From: Sholly, Kathie

Subject: RE: Likely my last email about the IRWA budget

Thanks for your input Lisa.

I don't know what to say about the phrases that I repeated from many of the emails I received that seem counterproductive to you. They merely express the opinions of those who wrote them.

I'm sorry you interpreted my quest for answers and understanding in such a negative light. It was not my intention to "draw a divide", but I suppose everyone will interpret everything just a little differently from everyone else. I am sorry you interpreted it all so negatively. I was looking for answers, questioning what I was being presented, and trying to understand things that just didn't make sense to me.

Kathie

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