

Hello Madlena, please consider this letter as my formal notice of resignation from the NHWNC effective the end of Thursday, 6/20/2024, General Board meeting.

Working with you has been a pleasure and has provided me with valuable experience and knowledge. I have also made many long-lasting friends who share the same passion for our community. Your support and camaraderie have been invaluable. However, dealing with the chronic low-level obstructionist tactics of a remaining Board member, including personal ad hominem attacks alleging, insinuating, and inferring all manner of vague nefarious motives for the most routine items, has created an unhealthy work environment for me and those around me.

This situation has led me to reevaluate the time I invest in the NC, considering the uphill challenge of a toxic workplace environment that has persisted for so long that we have Stockholm syndrome. I believe that all remedies have been exhausted or inadequately supported and are unlikely to result in meaningful change. Despite various trainings, mandated or otherwise, the source of the problem remains unaffected. This issue mirrors a larger problem in sociality today, where victims are often punished or ignored while wrongdoers escape consequences.

Before becoming involved with NCs, I was a Community Volunteer. My NC involvement has further developed my skills and effectiveness. Although I plan to continue contributing to our community, I believe meaningful change within the NHWNC is unlikely without a substantial shift in the NC system in general.

I appreciate the opportunities and experiences I acquired while with the NHWNC and hope for its swift recovery; otherwise, our community will suffer greatly. However, based on my experience, I don't anticipate significant change until the NC system acknowledges and addresses the underlying issues that are widely recognized but not being dealt with. This is largely due to job security concerns for those who are there to assist but aren't. Farewell, and thanks for all the fish.

Thank you very much

*Dave Brown*