

Stuart Marvin

From: Stuart Marvin
Sent: Wednesday, February 18, 2004 5:49 PM
To: Sherrill Nelson (E-mail)
Subject: Coach's Request

I promised Coach I would email these points, per our conversations yesterday and today, to keep him on task.

1. Accept the resignation ASAP.
2. Consult attorney about wording an official statement to be released to the press (Sharon Robb)
3. Contact George Smith before contacting Sharon Robb concerning the resignation. He deserves advanced notice.
4. Call a staff meeting
5. Announce to staff that Alex is resigning "in the best interests of FLST", etc.
6. Make it very plain about the importance of all coaches projecting the same position on all matters concerning FLST
7. Sharing independent points of view can be very detrimental to the organization
8. If any coach has a problem concerning FLST, for whatever reason, they MUST first share it with the the Director.
9. The Director will then share the information with City staff. The relationship with the City is of the utmost importance.
10. Contacting Commissioners outside the chain of communication embarrasses the Department & City, damaging FLST
11. Communication breakdowns are detrimental to any organization, creating mistrust among staff members.
12. At this time there is obvious distrust among all staff members on many levels, including the Director.
13. Entire staff is put on notice that any internal problems within FLST must be communicated properly.
14. Failure to communicate properly will result in discipline or dismissal.
15. FLST is a Team. There is no "I" in "team". Staff needs to act like a team and work together towards a common goal.
16. "A house divided cannot stand".
17. Formal written notice should be given to CoachG, Roberto that their actions are not "in the best interests of FLST".
18. Delay further action on these two individuals at this time.