

Regarding the conflict that arose with [REDACTED]:

Initially, I think the approach was to ignore it and hope things would shake out naturally. Unfortunately, that approach did not work in this case. When it became obvious that we needed to take another approach, Steven discussed the situation and helped determine what the actual issues were vs the results we were seeing and then helped separate the issues from the person.

Issues:

- Inability to separate personal office situation from TMF situation
- TMF Agenda being side tracked

(The results we were seeing and wanted to resolve were that the organization was in a bit of a chaotic state and was not progressing.

Once we identified the specific issues, we were able to create a plan to address them. The factors Steven had us take into account to come up with the plan were:

- Prayer
- Acting in love
- Addressing behaviors
- Defining the organizational outcome(s) desired

Outcome desired:

- Stick to & complete our agendas
- Move the organization forward in a smooth manner
- Be respectful of people and maintain relationships

Our plan of action:

- As I had previously had interaction with [REDACTED] regarding her office situation, we agreed that I would send a letter separating organization issues from the issues with her office, articulating that we (TMF) understood that she had to put the interests of her office first.
- To prevent our agenda's from being side tracked, Steven had us incorporate Robert's Rules of Business to conduct our meetings.
- He also had us clearly document decisions made so that we would all be on the same page going forward.

Outcomes:

- [REDACTED] chose not to engage in follow up discussion regarding the situation with her office and TMF
- We were able to keep to our agendas and TMF was able to move forward as an organization
- [REDACTED] decided to remove herself from the TMF board and has maintained a relationship with the organization