

To: SHARE/WHEEL Tent City 3

From: Marvin Futrell, SHARE Tent City Organizer

Date: September 28, 2016

Re: Timely and Appropriate Accountability

Staff Memo #1 Non-Compliance

Following the weekly camp meeting Monday September 26th, 2016 the following accountability issues are at present unaddressed.

- 1) Accountability for an Executive Committee member arrested at camp. A full written investigation and/or accountability of reports of an Executive Committee member drinking/intoxicated while on shift and/or report of shoplifting at a nearby Safeway.

The present Executive Committee will need to meet, investigate, hold appropriate accountability and submit to the SHARE office results of investigation and accountability in writing by 12n Thursday September 29th, 2016.

- 2) TC3 Camp Participation Bars or Administration Bars: Under Internal Problems and Solutions at the weekly camp meeting on Monday September 26th it was reported that several Community Participation bars were reduced by the Executive Committee.

[This is a violation of TC3 Practices, Policy and Procedures. Participation bars are as follows:
Failure to do Securities= 7 day bar, Failure to do a community credit= 14 day bar and failure to do meeting and/or camp mandated activity= 7 day bar.

The present Executive Committee will need to investigate this report, hold proper accountability immediately and provide a list of violators and bars to the SHARE office by 9a Thursday September 29th, 2016.

To: SHARE/WHEEL Tent City 3

From: Marvin Futrell, SHARE Tent City Organizer

Date: October 6, 2016

Re: Participation Accountability

Staff Memo
#2
Non-Compliance

The TCO has been informed by the present TC3 leadership group that one of the recently elected Executive Committee members has been barred from camp. The EC's have also shared that the alternates elected at the camp meeting on Monday October 3rd refuse to step up.

The camp will have an emergency meeting to elect new leadership Thursday October 6th to replace vacant Executive Committee openings.

The present group of EC's will need to hold the appropriate accountability for failures by individuals to actively participate as assigned, elected or by voluntary admission.

[NOTE: SHARE TC3 Participation bars are as follows: Failure to do Securities = 7 day bar, Failure to do a Community Credit = 14 day bar and failure to do a voluntary and/or assigned meeting, task or camp mandated activity = 7 day bar.

~~Accountability~~
Participation is the life blood of any organized group effort within SHARE. Accountability is the expectation of the SHARE community as a whole for each group within SHARE.

Date: October 15, 2016

To: SHARE Staff

From: Stu Tanquist

Re: Grievance Against Marvin Futrell for lying to TC3 and impeding our ability to self-manage

Grievance #1

For many years TC3 has operated with the rule that participants receive a 3-day bar for missing one security for the week. Yet Marvin told multiple ECs and camp leaders that our "Intake Packet is wrong." The Intake Packet includes our long standing list of *Barrable Offenses*. He defines the penalty for missing one security as a "Community Participation bar," which he says is seven days, not three. The camp received two memos from Marvin for not following his arbitrarily imposed rule.

Here is some verbiage from Marvin's memo dated September 28, 2016:

... it was reported that several Community Participation bars were reduced by the Executive Committee. This is a violation of TC3 Practices, Policy and Procedures. Participation bars are as follows: **Failure to do Securities=7 day bar...** (emphasis not mine).

That penalty was repeated in his memo dated October 6, 2016.

Following the TC3 camp meeting on October 10, Marvin insisted that the 7-day bar for missing one security is a SHARE-level rule. We argued the point for 20 minutes. I asked him if that rule is in place at TC4, TC5 and all the indoor shelters. He said yes. I asked for evidence of the Power Lunch MSP, which he dismissed. Instead, he insists that our mountain of evidence is "wrong" and his complete lack of evidence is valid.

According to Rodge Sanger, the 3-day rule was in effect for most or all of his eight year tenure at TC3. I also validated it's long time standing with Board member and former TC3 camp advisor Kelly Lyons and SHARE Administrator and former TC3 camper Neil Blum. As for it being a SHARE-level rule, Board member and TC4 camper Trey said that missing one security is usually handled by assigning more securities, though it could be a 3-day bar. Shiraz from Safe Haven said that the first offense results in a warning.

In short, Marvin overruled our camp MSP and then repeatedly admonished the camp for not submitting to his will, which is contrary to the concept of self-management. To justify this nonsense he repeatedly lied to the EC's, to the camp, and to me, a member of the Board.

As noted in *The SHARE Book*, one arm of our work is "... managing our own places without the use of on-site staff. This is called self-management." It also says, "Hierarchy stinks." We live at TC3 under the promise that there is no boss man.

Maintaining a healthy relationship with our TCO requires that he be honest and respect and support our right to self-manage. We demand that Marvin Futrell change his ways.

Sincerely,



Stu Tanquist

Walt W. Brown
Frank [unclear]
Clarence
M. [unclear]

[unclear]

Robert Garole

Peter A.

Jim [unclear]

Dan [unclear]

Veidi Anderson

John T. Shum

J. M. [unclear]

Holly [unclear]

[unclear]

Richard Duncan

Bonnie Hanning

Melroy Fennell

Joseph Bygent

Paul Kane

Herbert Bowler

[unclear]

Walt Clark

Spencer Zinke

Harold [unclear]

[unclear]

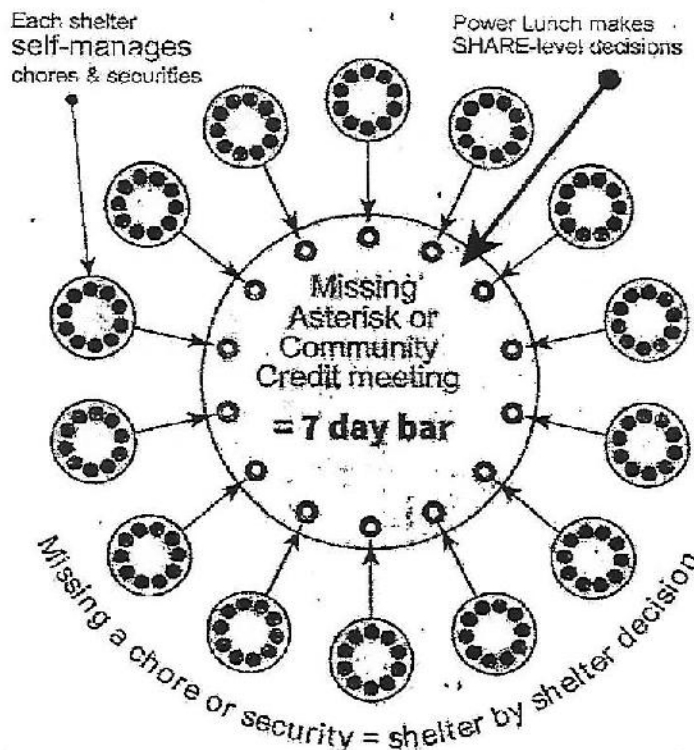
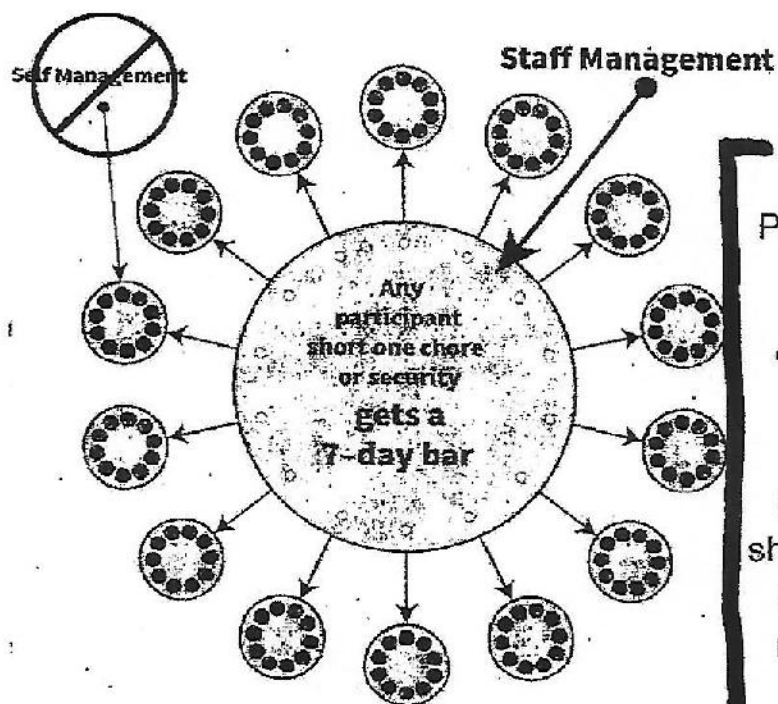
Timothy M. G.

TC3 Signatures
+1

How to make a SHARE-level rule...

without troubling Power Lunch (or the Board)

For years each SHARE shelter decided how to deal with people who fail to meet shelter obligations, e.g. completing chores or "securities." Today, these shelter-level rules vary widely from shelter to shelter. Unlike shelter-level rules, SHARE-level rules are discussed and passed at Power Lunch and apply to all of us. For example, anyone who misses an Asterisk or Community Credit Meeting they signed up for gets a 7-day "Community Participation Bar" (SHARE-level rule).



Though there's been no discussion or vote at Power Lunch, we have a new SHARE-level rule! How did this happen? Staff decided that our shelter-level participation bars are now called "Community Participation Bars," i.e., they're no longer shelter-level decisions. Staff flipped a word and self-management got the bird. So now if you miss a security shift or come up short one chore/security for the week, you get a SHARE-level 7-day bar! Tent City 3 has already received two staff memos for non-compliance. Our formal grievance to staff (including 29 participant signatures) was not well received.

Changing one word can change your world!

Stand Up for Shelter Rights

Let's reject this unfounded claim and reaffirm our right to self-manage at the shelter level.

Join us at **Power Lunch at noon on Saturday Oct 29**

We can all attend & vote.



TO: SHARE Community
FROM: SHARE Staff and Consultant
DATE: 10/28/16
RE: Self-Managing at the Shelter Level

Staff Memo Power Lunch Packet

Have you noticed any big change in how SHARE Shelters and Tent Cities operate since we went back inside in September? Nope, staff hasn't either. There are always problems and disagreements, and most of us do our best to work them out.

A snazzy handout going around this week suggests otherwise. It says that recently the "staff flipped a word and self-management got the bird."

It claims that "Staff decided that our shelter-level participation bars are now called 'Community Participation Bars,'" and "if you miss a security shift or come up short one chore/security for the week, you get a SHARE-level 7-day bar."

This isn't accurate. Nothing has changed at either the indoor shelters or the Tent Cities. Rather, there is a misunderstanding about a long held rule/policy at TC3.

At Tent City 3 & 4 you've got to do a set number of security shifts every week. When the book keeper tallies up the number of securities done by each person for the week, if you haven't done the number required, you get a bar. Presently, the standard is a seven day bar. ★

Indoor shelters don't have this requirement. That's because there are basic differences between a Tent City and an indoor shelter. For example, once a Tent City closes, more likely than not it closes for good. Indoor shelters can close for a night and more easily reopen.

Another difference is that indoor shelters open and close daily, and operate just half the day. Tent Cities are open 24/7. That's why most SHARE Shelters don't even do security shifts.

Then there's the big difference of having to move EVERYTHING every three or four months – which Tent City's regularly do, and indoor shelters don't.

It's these differences that cause differences in accountability and expectations between indoor shelters and tent cities.

What we all have in common is that we have to show host, neighbors, funders, & etc. that we do what we say. As long as the securities get done at TC3 without commotion, woo hoo.

When staff and a community – like TC3 – disagree, it is the Power Lunch who decides what to do. Usually a specific change is proposed, and everyone gets a week to think about it and come up with the pros and cons about the change.

If TC3 wants a specific change Staff suggests that they vote on it at their Camp Meeting and bring it to the next Power Lunch. We'll abide by fair changes, fairly made.

So far, what Staff got was a letter with some ideas and accusations about staff that was signed by a lot of TC3 Campers. Staff evaluated it as a grievance last week. Then, by request, the letter was put in the Power Lunch Packet last week. This week it's an Agenda Item, by request.

Since then an unsigned flier with no specific proposal has been circulated. Why not ask TC3 to offer the Power Lunch a specific proposal for change and then consider it next week? If this is worth doing, isn't it

Non security / TC3?

Items for TC3 Meeting Packet - 10-31-2016

2 messages

Staff Memo

Stu Tanquist <stanquist@yandex.com>
To: Tent City3 <tc3@sharewheel.org>
Cc: stanquist <stanquist@yandex.com>

Mon, Oct 31, 2016 at 11:43 AM


TC3 Meeting Packet


Please include these two attachments in tonight's meeting packet. Also...

- Be respectful of our MSP's. The name of this project is, "TC3 Camp Operations Manual," not "useful documents and resources." That's your wording, not ours.
- When printing content from the operations manual, stop doing four pages to a sheet because its barely readable and discourages reading. It should be full page.
- Add "TC3 Camp Operations Manual" to the agenda each and every week. Tonight we'll be voting to ratify the two attachments.

Stu

2 attachments

 Bike Policy - Oct23 2016.pdf
42K

 Dorm Inspector - Oct23 2016.pdf
80K

Tent City3 <tc3@sharewheel.org>
To: Stu Tanquist <stanquist@yandex.com>

Mon, Oct 31, 2016 at 2:41 PM

Thank you, Stu for the submission to the camp meeting agenda.

To be clear as the Tent City Organizer it is my responsibility to carefully review all camp MSP's. I must also clearly state when the camp is not following its own rules and/or failing to hold accountability for individual participants by the rules of the camp.

To date there is no official nor ratified document (i.e. Tent City 3 Operations Manual.) The camp to the best of my knowledge is correlating information from several past groups of Tent City 3 participants to create useful documentation and reference materials for the camp.

The camp has elected two editors for this purpose and I am happy to work with the editors and the camp as a whole to achieve useful tools for the operations of the camp.

Please also be forewarned that it will take some time to understand how the Power Lunch decisions on Saturday affects TC3 rule changes. As you know the Power Lunch m/s/p to:

"Reaffirm that all SHARE shelters determine their own penalties for shelter level participation requirements."

In the past Tent Cities were not considered shelters by SHARE, but the Power Lunch decision Saturday is based on Tent Cities now being defined as shelters. If they weren't, the Saturday motion would not apply to the Tent Cities, but only the indoor shelters.

The motion has exposed TC3 to numerous obligations, policies and procedures that were crafted for the indoor shelters - many but not all of which can be found in the "The SHARE Book." By their existence these rules, policies and procedures define what shelter level participation requirements are and are not.

It will take time to sort out all the different ways this affects Tent City operations, and efforts to change their operations.

Thank you again for all of your effort on behalf of Tent City 3

Marvin Futrell
SHARE Tent City Organizer



Seattle Housing and Resource Effort

P.O. Box 2548
Seattle, WA 98111
(206) 448-7889
www.sharewheel.org

25 October 2016

Kelly Dang, Program Manager
King County Community Services Division, DCHS
401 Fifth Avenue, Suite 510
Seattle, WA 98104

Letter to
King County
Auditor

Dear Ms Dang:

We hereby formally protest the finding in your 8/8/16 letter to us regarding our bus ticket use. Specifically, we protest the notion that we distributed bus tickets for "protest" purposes.

While it is true that we engaged in a long struggle this year for justice and fair funding, we also—AT THE SAME TIME—were facilitating a large, self-managed outdoor shelter network, in the form of our Tent City6 and Tent City7. Our survival in these outdoor shelters should not be considered a "political act," but that is how you are erroneously interpreting it.

Solely calling Tent City6 and Tent City7 "protests" is shamefully oblivious to the necessary survival services those camps provided, for months, and negates the First Amendment-protected rights of people to assemble and survive.

During those camps' existence, many King County personnel (and other human service providers) dropped off real human beings who really needed shelter to our "doorstop" at the King County Administration Building. These included (but were not limited to) jail personnel, the King County Medical Van, Harborview Medical Center staff, and County-funded shelter and human service staff and workers (including DESC and many other providers).

Did those King County or County-funded personnel willfully use County resources and vehicles for protest? No. They were merely trying to provide services to homeless people who were attempting to survive.

We are prepared to protest this finding further, legally, if it is not removed from our record.

Without shelter, people die.

Sincerely,
Members of SHARE

Cc. Mark Eilerbrook, Kate Speltz, Wendy DeRobbio

Date: November 9, 2016

To: SHARE Staff

From: Stu Tanquist

Re: Grievance Against Marvin Futrell for lying to TC3 and undermining our ability to self-manage (repeat offense)

Grievance #2

Background

On October 7, 2016 I wrote a letter to Scott Morrow titled, "Proposal for a High Functioning UJW Encampment." It was signed by the TC3 leadership including our entire Executive Committee. In that letter I reported that, "I observed Marvin bragging and laughing about throwing copies of *our* [TC3 Operations] manual in the trash."

The Big Lie

Marvin didn't just destroy physical copies of our hard work – he is actively sabotaging *our* self-managed project through the use of deceptive language and manipulative tactics. For example, I asked Marvin to stop referring to the TC3 Operations Manual as "useful documents and resources" in the camp meeting agenda and instead use its proper name (which he still refuses to do). Here is an excerpt from his response in our October 31 meeting packet:

To date there is no official nor ratified document (i.e., Tent City 3 Operations Manual.) The camp to the best of my knowledge is correlating information from several past groups of Tent City 3 participants to create useful documentation and reference materials for the camp.

Lie. Lie. Lie. By stating that there's "no official document" and claiming that we're just "correlating information from several past groups," Marvin is intentionally deceiving uninformed campers. He was our TCO during the TC3 Operation Manual development process, and he knows better.

The Inconvenient Truth

There is indeed an official document called the "Tent City 3 Operations Manual," six years in the making and roughly 350 pages in length. It is highly organized with a detailed Table of Contents and skillfully written chapters, handouts, tip sheets, etc. This enormous undertaking was written, proofread, and edited by dozens and dozens of TC3 participants and is authorized and supported by numerous TC3 MSPs, under the banner of self-management.

The TC3 Operations Manual has been developed in collaboration with staff. For example, editor meetings were held in the SHARE office with Marvin at the table, along with co-author Rodge Sanger, Board member and TC3 Camp Advisor Kelly Lyons, and myself. Our weekly proofreading meetings typically had 15-20 participants. Everyone who participated in these *in-camp* meetings received a community credit, which is highly unusual and requires staff approval. Furthermore, the "TC3 Operations Manual" used to be a regular weekly item on Marvin's TC3 camp meeting agendas, before it was downgraded to "useful documents and resources."

Parts of the Manual have been ratified – the rest is in draft form. Though Marvin pretends otherwise, the following chapters and sub-sections were in fact ratified by TC3:

- Chapter 1 – Introduction (ratified May 2015)
- Chapter 3 – Meetings (ratified Jan 25, 2016)
- Chapter 4 – Managing and Maintaining Rules & Procedures (ratified Jan 25, 2016)
- Chapter 7: Tent Master Basics (ratified October 17, 2016)
- Chapter 7: Dorm Tents and the Dorm Inspector (ratified October 31, 2016)
- Chapter 7: Bike Policy (ratified October 31, 2016)

As our TCO, Marvin was at the camp meetings where we passed MSPs approving and supporting the TC3 Operations Manual. He participated in the editing of the ratified chapters and was present when TC3 officially ratified those sections. Yet now Marvin is deceptively trying to convince the camp that the Manual doesn't exist. This from a guy who laughs while throwing our years of hard work in the trash, and then laughs while bragging about throwing our years of hard work in the trash.

A Repeat Offender

Our last grievance against Marvin for "lying to TC3 and impeding our ability to self-manage," written on October 15, 2016 and signed by 29 TC3 participants, has been *overwhelmingly validated*. We were objecting to Marvin's attempts to arbitrarily impose a harsh new penalty on the camp (a 7-day bar for minor offenses), which he boldly insisted was a "SHARE-level rule." To support this nonsense, Marvin claimed that our longstanding list of Barrable Offenses is "wrong." To impose his staff-invented rule on the camp, Marvin sent us two staff memos

(implied threats) for non-compliance. Yet when asked, he couldn't explain why he never objected to our "wrong" behavior in years past.

During the October 18 staff grievance proceeding (witnessed by Clint Crowder, Josh Shay and me), staff agreed with Marvin that we were violating a SHARE-level rule, but later retreated from this indefensible position. Why? Because there's no supporting evidence to contradict our mountain of contradictory evidence. We at TC3 have self-managed shelter-level participation for many years. The other SHARE shelters don't practice Marvin's made-up rule either, nor have they received staff memos for non-compliance.

In the October 29 Power Lunch packet is a letter from staff which downgrades the alleged SHARE-level rule to just a bizarre burden on TC3 and TC4. Once again staff couldn't produce a shred of evidence, like say a Power Lunch MSP, and no rationale was offered as to why TC5 and the indoor shelters are exempt. Even if there was such a rule for TC3 and TC4, Marvin's SHARE-level claim is still a lie (both stories can't be true.)

The point is this. TC3 is being unjustly targeted and unfairly treated. No one likes being lied to. No one likes being deceived. No one likes being oppressed by a self-appointed boss man. In sharp contrast to the SHARE self-managed model, Marvin's behavior is the epitome of illegitimate authority.

Questions for Staff

We at TC3 are seriously confused. We hear staff repeat the wonderful rhetoric about our self-managed democratic community, yet we're experiencing an intolerable and oppressive staff-managed reality. To clarify our confusion, we respectfully ask staff to answer the following questions:

1. When is it permissible for staff to undermine our right to self-manage by sabotaging a legitimate shelter-level project? ☐ Never ☐ Sometimes ☐ Always

Please explain:

2. When is it permissible for staff to lie to the EC, the camp, or a member of the Board of Directors? ☐ Never ☐ Sometimes ☐ Always

Please explain:

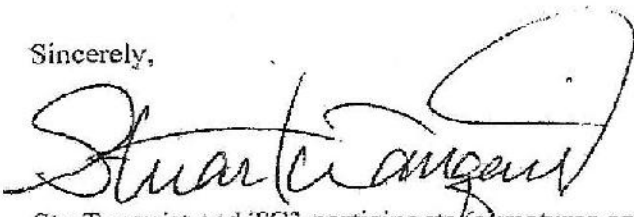
3. When is it permissible for staff to *habitually* lie to the EC, the camp, or a member of the Board of Directors? ☐ Never ☐ Sometimes ☐ Always

Please explain:

4. What is the accountability for a staff member who undermines our ability to self-manage, sabotages a legitimate shelter-level project, and/or lies to the EC, the camp, or a member of the Board of Directors?

Please explain:

Sincerely,



Stu Tanquist and TC3 participants (signatures on the following page)

November 9 Grievance - Lying to TC3

Melody Fremont

Jim Bahner

Jim Cook

Ronald [unclear]

Alvin R. Trench

Alvin R. Trench

Ronald Trench

Alvin R. Trench

Alvin R. Trench

Alvin R. Trench

Alvin R. Trench

Bonnie Harvey

Nikki Bode

John R. [unclear]

John R. [unclear]

John R. [unclear]

John R. [unclear]

John R. [unclear]

John R. [unclear]

Russell L. Schroeder

Timothy M. J. [unclear]

Sorry [unclear]

[unclear]

TC3 Signatures
+1

Date: November 9, 2016

To: SHARE Staff

From: Stu Tanquist

Re: Grievance Against Marvin Futrell for targeting TC3 and endangering the entire SHARE bus ticket program

Grievance #3

This grievance stems from a letter that Marvin wrote and placed in our October 31 TC3 weekly meeting packet. The letter threatens us with significant changes to our operations as punishment for exposing his lies and convincing Power Lunch that we deserve to be treated fairly. Marvin's retaliation is a petty heap of rhetorical rubbish that unjustly targets TC3 and inadvertently endangers the entire SHARE bus ticket program.

Background

This issue began when Marvin tried to undermine our longstanding practice of self-managing shelter-level participation rules. He did so by imposing a harsh new staff-made rule (a 7-day bar) for the minor infraction of missing one security shift or coming up short one "security" for the week. To force his rule on the camp, Marvin insisted that it's SHARE-level and is followed by all SHARE shelters. Marvin can't make motions, he can't vote, and he can't play boss man. To sidestep these inconvenient facts, he simply pretended that the rule already exists, lied about it being SHARE-wide, told us our longstanding self-managed rules were "wrong," and then issued two staff memos for non-compliance.

During our October 18 staff grievance proceeding (witnessed by Clint Crowder, Josh Shay and myself), staff supported Marvin's claim that we were violating a SHARE-level rule. Staff didn't find reason to hold Marvin accountable, but rather, ruled that he didn't act "maliciously," as if that makes it okay to lie and break rules. They also decided to refer the issue to Power Lunch.

I immediately asked that the Power Lunch debate be delayed a week and insisted that staff first send memos to all non-complying shelters (meaning everyone), not just TC3. I also said that I would submit a one pager to accompany our grievance in the October 29 Power Lunch packet. Staff didn't send the memos, so we sent our own, in the form of a one-page informational flyer. That flyer, titled, "How to make a SHARE-level rule without troubling Power Lunch (or the Board), exposed the alleged "SHARE-level rule" as nonsense.

Power Lunch Saves the Day

As requested, staff included our flyer in the October 29 Power Lunch packet, but conveniently omitted the grievance on which it was based. They had quietly slipped the grievance in the previous week's packet without comment. In place of our grievance was a staff letter with more unsupported claims.

Thanks to our widely distributed one-page flyer, the alleged "SHARE-level rule" was now impossible to defend. Staff retreated from their disproven claim but insisted that the rule was still valid -- though it now only applies TC3 and TC4. Once again these claims were not supported by a shred of evidence, like say a Power Lunch MSP.

Power Lunch found no basis to uphold the staff-invented rule or the unjust targeting of TC3 and TC4. In the interest of fairness, the group overwhelmingly passed the following motion:

We reaffirm that all SHARE shelters determine their own penalties for shelter level participation.

This common sense motion put Marvin's big lie to rest. It's also the basis for his retaliation against TC3...

Marvin Maliciously Fires Back

Following our October 29 Power Lunch victory, Marvin responded with a letter in our TC3 weekly meeting packet. Here are some excerpts:

Please also be forewarned that it will take some time to understand how the Power Lunch decisions on Saturday affects TC3 rule changes...

In the past Tent Cities were not considered shelters by SHARE, but the Power Lunch decision Saturday is based on Tent Cities now being defined as shelters...

The motion has exposed TC3 to numerous obligations, policies and procedures that were crafted for the indoor shelters...

It will take time to sort out all the different ways this affects Tent City operations, and efforts to change their operations.

To state the obvious, Marvin is using a popular tactic of our enemies, i.e., claiming that tent cities are not shelters. SHARE's tent cities have fought for legitimacy for years and years, and we've done it by arguing again and again that tent cities are "outdoor shelters." We say this to the City, to the County, to FEMA, to hosts, to donors, and to anyone else who will listen. Marvin's nonsense is a veiled retaliatory threat - threatening real consequences for having the audacity to reject his illegitimate authority.

A King County Lawyer's Dream Come True

In the October 29 and November 5 Power Lunch packets is a letter to Kelly Dang with King County Community Services Division. She and a colleague are auditing SHARE's bus ticket program. The auditors insist that we violated their rule about using tickets for "protests and rallies" during the 2016 direct action. We're protesting their finding on the grounds that Tent City 6 and Tent City 7 were *shelters*, not just protests.

Here are some excerpts from our letter to Kelly Dang:

"we ... were facilitating a large, self-managed outdoor **shelter** network..."

"Our survival in these outdoor **shelters** should not be..."

"Without **shelter**, people die."

"We are prepared to protest this finding further, legally, if it is not removed from our record."

I can only imagine King County's excitement to learn that SHARE's famed Tent City 3 is not a shelter, according to TC3 TCO Marvin Futrell. Aside from this being a ludicrous and hypocritical claim, it is a lawyer's dream come true, especially now that we're threatening the County with legal action. County lawyers won't need to play Marvin's rhetorical games - they need only quote him. If TC3 isn't a shelter, then TC6 and TC7 weren't shelters either. That simple common sense conclusion destroys the entire basis for our legal defense and puts the SHARE bus ticket program at risk.

A Perplexing Quandary

Why is Marvin behaving like a boss man? What happened to the idea that staff works for us? Why is self-management under attack? Why are we being maliciously targeted for defending our rights? Why doesn't staff hold staff accountable?

We the participants of TC3 express a *vote of no confidence* in our TCO, Marvin Futrell, and demand that he be held accountable for violating our rules, unfairly targeting TC3, and recklessly endangering the SHARE bus ticket program.

Sincerely,



Stu Tanquist and TC3 participants (signatures on the following page)

November 9 Grievance - Targeting TC3

~~John Ghan~~

~~acheryl~~

~~Richard Fenton~~

~~Joseph~~

~~JD~~
Hollymichuk

~~John L. ...~~

Bruce Harvey

~~...~~

Nikki Bozok

~~...~~

~~...~~

Martin Hana

Russell C. Schroeder

Timothy M...

Leban Hockett

Long Phao

~~...~~

John Cook

...

Roger L. Gersh

Anthony King

TC3 Signatures
+ 1

Incident Report

S.H.A.R.E

Bar Report

TC 3

(shelter name)

is holding you

Marvin Furtrell III
(participant's name)

Reason for Rules Violation

Threat of Violence

You Are Hereby Notified and Being Held Accountable For Your Actions

Today's Date

8/1/71/16

Date Starting

1/1/16

Date Ending

1/1/16

Bars

Warning

30-Days

1-Day

Extra Chores

3-Day

Other (please describe below)

7-Day

Recommended Permanent Bar

From All Shelters
(To be approved by Bar Committee)

Recommended Permanent Bar

From This Shelter

Description of Violation:

During Host and subsequent Move Master meeting Marvin attempted to intimidate me with statements such as "I knock you around the room" and "shut up". This is well outside of TCO's role as he was attempting to take control.

Action Taken:

Bar Committee Use Only

Action Taken:

Witness:

Ernie Murphy

Witness:

South Africa

Witness:

Issuer (Required)

Self

Other Shelter Members

S.H.A.R.E

Incident Report _____

Bar Report

Theft

Tc 3

(shelter name)

is holding you

MARVIN FETRELL
(participant's name)

Responsible for Rules Violation

You Are Hereby Notified and Being Held Accountable For Your Actions

Today's Date
Date Starting
Date Ending

11/27/14

Bars

____ Warning ____ 30-Days
____ 1-Day ____ Extra Chores
____ 3-Day ____ Other (please describe below)
____ 7-Day

Recommended Permanent Bar

____ From All Shelters
(To be approved by Bar Committee)

Recommended Permanent Bar

____ From This Shelter

Description of Violation:

During Shopping for power lunch Marvin forgot hotdog buns. He claimed to not have any cash and said one of the participants must pay. As I was the only person with money Marvin made me pay, he grabbed the receipt out of my hand "I'll take care of that!" he said. While Marvin made sure he was reimbursed quickly he has failed to show the same concern for getting me my missing funds. For over six weeks I have been asking Marvin for my money. He claims that it's important for me to get refunded and at the same time says he has no cash right now.

Action Taken:

Bar Committee Use Only

Action Taken:

Marvin spent my reimbursement and is having a lot of trouble paying back.

Witness:

[Signature]

Witness:

[Signature]

Witness:

Issuer (Required)

[Signature]

Other Shelter Members

Incident Report X

S.H.A.R.E

Bar Report

TC3

(shelter name)

is holding you

Marvin Futrell

(participant's name)

Responsible for Rules Violation

You Are Hereby Notified and Being Held Accountable For Your Actions

Today's Date

11 / 29 / 2016

Date Starting

11 / 29 / 2016

Date Ending

1 / 1 /

Bars

Warning 30-Days

1-Day Extra Chores

3-Day Other (please describe below)

7-Day

Recommended Permanent Bar

X From All Shelters
(To be approved by Bar Committee)

Recommended Permanent Bar

X From This Shelter

Description of Violation:

Habitually lying to the EC and the camp. Overruling our democratically created rules. Attacking our right to self-manage. Destroying a camp project. Targeting TC3 and TC3 participants and repeatedly threatening retaliation. Endangering our bus ticket program. Stealing money from a TC3 camper. Threatening a TC3 camper with violence. For details see the comic book and supporting documentation in the upcoming December 3 Power Lunch packet.

Bar Committee Use Only

Action Taken:

Witness:

[Signature]

Witness:

[Signature]

Witness:

[Signature]

Issuer (Required)

[Signature]

Other Shelter Members

[Signature]

[Signature]