

From: **Stephen Horton** <stephenhorton.stjohnvic@gmail.com>
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Subject: An Apology
To: all.staff@stjohnvic.com.au

Good morning Ladies and Gents,

I have thought long and hard and decided an apology, similar to the recent apology made to our indigenous Australians, be made to you, our volunteers or as I prefer to have you known as, my loyal servants.

Having dispensed with five Finance Managers over recent times, I say sorry (not sure why I am apologising, surely it's their entire fault).

We are on our third Ops Manager since I commenced here, and whilst I am unsure how long before we need another replacement, I say sorry – I will find an appropriate puppet eventually that suits my needs. Sorry I put Andrew in the position, knowing full well that he was not up to it, but I had to get rid of Darren (I also used Andrew to get rid of Greg and Brian, just in case you were not aware).

I have lost count of the number of HR Managers we have had lately, when will these people stop thinking that they have a right to speak or to even have an opinion – for that I am sorry.

For being a bully, I am sorry – but don't expect me to change.

Sorry you're not allowed to spend any of that money that you raised doing all those wonderful voluntary hours, but some of my bonuses are based on what total monies we as an organisation have in the bank (I have to thank the Chairmen, past and present for that one, its an easy earner!!!)

Sorry that I expect you to give up all your valuable spare time and in return you don't expect me to give you an ounce of respect (despite what I write and say publicly!!), I mean I had to pull the Volunteer thankyou function in May as soon as I found out it was going to cost money.

I should say a big thankyou to our Commissioner, Veterinary Surgeon Nicolson for his wonderful people skills and being yet another one of my outstanding puppets. Whilst I warmly welcome his next tenure as Commissioner I am unsure if he will see it through (between you and I, I think National are on to us about this one, sorry!). I think it wonderful that he attends a Board Meeting without being able to

compile his own report.

Speaking of the board, I should thank them all for their unique blind acceptance of me. They are now more knowledgeable of the current history of the organisation and progressing well – based solely on the limited and censored information I provide them. When there are fools amongst them such as Ian and Neil it makes my job easier to convince them all that my way is the only way (they truly have no idea – I control them, sorry).

Community Care is an area of great new development and opportunity for us as an organisation, soon I will be able to rip off the government as well as the public and volunteers - \$\$\$\$\$\$\$\$\$.

Of our Historical Society, what a wonderful sanctuary of our past inadequacies – who needs it? Sorry, but that prime real estate in Williamstown is just begging to be sold (more bonuses for me!!!).

Sorry for my style of discipline, but I find it easier just to sack people and make everyone else work harder. Surely I can't be to blame for having a lack of skills in conflict resolution. For my efforts in poor people skills and bullying, its only going to get worse for you, work harder for less respect and less appreciation, if you don't like it, leave, the spin off effect is you will make it harder for those who stay.

Recently, I and about 15 management from Victoria went to Queensland for some time to discover ourselves. While the cost to the organisation of this junket was a mere \$30,000 I am sorry to say there were no significant outcomes for the organisation. I can however report that the weather and fun parks were great – keep those donations coming in!

Speaking of donations, it was unfortunate that I had to let Gavan W go – the gall of this man asking for a pay raise after bringing only \$2,000,000.00 in the door – any reasonable person (or real CEO) surely would have seen the benefit in paying to keep him – but realistically this would affect my bonuses.

On the topic of some other departures – Peter Cox, was offered a promotion but declined. He was a warm bubbly character, who had to go. Sorry but he was enjoying himself and endearing himself with the volunteers. Rob Birch, another recent departure, I think this one saw through me and that's why he left, oh well no lose (mental note, must get another new puppet!). The IT dept – successfully decimated, another successful cost cutting exercise.

Sorry to Training that we lost our accreditation (3 times) due to non-compliance, sorry but I'll have to blame this one on another puppet (you know who you are, if you are back in Australia at the moment).

Sorry to my beloved West Coast Eagles for what Ben Cousins has done to the club, lets hope I can fool my team and supporters better than what he has.

Sorry to the Division and Regions out there in volunteer land, for taking away your "tools of the trade" and for promising the world, but I guess you now really now know what I'm like. Similarly I am going to have to abolish all State and Regional positions, as you no doubt have seen in the new structure I have promulgated.

Whilst I make all these apologies, I feel very strongly that you the volunteers must take responsibility and accept blame for all these perceived problems and issues that coincidently started around the same time that I commenced my reign.

I must in deed send you all a big thankyou for chipping in to buy me this wonderful little 4WD Landcruiser Sahara (I only had to take out \$120,000.00 from consolidated revenue to clinch the deal!! – sorry)

Good bye for now or in the words of one famous group of volunteers: "Heil Hitler".

Stephen Horton
Boss and Bully.