



**GREATER PHILADELPHIA REGIONAL SERVICE OFFICE, INC.
NARCOTICS ANONYMOUS**

6212 RIDGE AVENUE • REAR • PHILADELPHIA, PA 19128 • P.O. BOX 35187
TEL. 215-483-5154 • FAX 215-509-7832

**Executive Committee Meeting
November 26, 2000**

Joy Ferris received a letter of resignation from Karlos Washington. Said letter contained allegations towards the Co-Chair and myself. We discussed Mr. Washington's insubordinate behavior. The resignation was written as though Mr. Washington quit due to a conversation which took place in an office with a closed door, however, this was not the case. (see attachments) We also discussed what might had happened if the shoe were on the other foot. For example, would the discussion have been a high light if it were not for the disrespect and insubordinate behavior toward one of his employers. Although Mr. Washington quit and then submitted a letter of resignation to our policy chair, she felt as though it was in her rights to ask Mr. Washington if he wanted his job back and/or to be present at the Board meeting on December 2, 2000. The Co-Chair and myself expressed to her that we felt as though the Board should make those decisions. It was also commented on by our policy chair that Mr. Washington did need some "people skills".

We also discussed the fact that we do not understand why people did not come forward about Mr. Washington's "people" problems until after this situation. Had someone brought this to our attention sooner, this may have been dealt with earlier.

We discussed the prior RSO Treasurer being in the office. the Policy Chair did not feel as though she should have been there. Although it was explained that help was needed, she still did not agree with her being there.

The accountant has been notified of the changes in our Executive Committee. We are waiting to see what happens at the RSC meeting on December 3, 2000 before making any appointments to meet with him.

The signatures on the bank accounts have been changed. We have opened a new payroll account with Mellon. I am waiting for the payroll account at PNC to dwindle, maybe about 1 more week and we will transfer the funds to the payroll account at Mellon and close that account. Additionally, the money market account should be closed by the end of December 2000.

We discussed our Executive Body and our individual positions. We are willing to work together for the good of the Fellowship.

We discussed Marjani Merritt being Andy's niece and the condition under which she was hired. We decided that we did not want to see her go because, although she was hired under secret circumstances, she has proven herself to be a great asset to the office. She is a great worker and we have never had any problems with her or her performance.

We had an emergency joint Executive Board meeting. At that meeting our prior Co-Chair was present and read a statement to us. We were not given a copy of the statement, however, it is on tape for anyone who would like to hear it. At this meeting, our Policy Chair, Joy resigned. We were in discussion about Marjani Merritt being Andy's niece and Joy's knowledge and responsibility to expose this matter to the board. During that conversation, Joy resigned. She told us during our regular meeting that if this matter was brought up, she already had a letter of resignation written up. Although it did not come as a surprise, it was sudden. She did admit that she was wrong for not telling the board about this matter.

We discussed the different options that we need to explore in reference to Ms. Merritt and her employment at the RSO. The RD feels as though her hire was fraudulent and, therefore, she should be terminated. There were mixed feelings in regard to this matter.

There seems to be concern about the two special workers being alone in the office now that Karlos is gone. After speaking with both of them, it was explained to me that Mr. Washington was only there a few hours and, they were alone most of the time even when he was an employee. Additionally, Mr. Washington is not the one that make the nightly deposits, it was one of the other special workers. Therefore, if, all of a sudden we have a problem with having two women in the office alone, we need remind ourselves that that is the way it was before and there weren't any problems, why should we feel that there would be any now. Are we being discriminatory in thinking that there needs to be a "man" present to protect the "women"?

The few members of the RSC Executive Committee feel as though the RSO is in a state of crisis. According to our prior co-chair, our by laws state that we must have at least three people on the RSO Executive Committee in order to hold a Board meeting. However, after reviewing the existing By Laws, I found that we need a minimum of two Executive members not three. The office is running well. The bills are paid. The bank accounts have been reconciled and the signers on the accounts have been changed. We are conducting business as usual. The store hours are covered. The RSO Executive Committee does not feel as though the RSO is in a state of crisis. However, the RD along with another member of the RSC expressed that they feel that we need to declare a "state of emergency". Once we do this, if we decide to, the RSC will step in and take over our affairs, therefore, rendering the board powerless. Although, there were some situations that needed to be handled immediately, they were and are not problems at this time. It does seem as though they are making this picture bigger than it is. The RSC Executive Board members will be present at the RSO Board meeting to discuss this matter with the RSO Board.

Additionally, it was told to us that on Sunday, December 3, 2000 at the RSC meeting, the RSC Board will probably "send Earl and I packing". This is because they have been given misinformed information. Apparently, there seems to be information floating around that Earl does not meet the qualifications of the Co-Chair because he doesn't have one year prior RSO Board experience. The Policy does not say that. The policy states "no prior RSO Board experience necessary". Furthermore, as far as the RSO Treasurer position is concerned, the policy states "a suggested minimum of four years continuous clean time". I have 3 ½ years of continuous clean time and that was told to the Board before they made any decisions in regard to this position.

If the RSC does not choose to ratify the newly elected treasurer, we are not sure what action, if any, the RSO Board can take. We will have to wait and see what the outcome is. Remembering that we are a Corporation, with an attorney on retainer, depending on the outcome of the meeting on December 3, 2000, we can always consult with him and look into our options.

In loving service,
RSO Executive Committee



**GREATER PHILADELPHIA REGIONAL SERVICE OFFICE, INC.
NARCOTICS ANONYMOUS**

6212 RIDGE AVENUE • REAR • PHILADELPHIA, PA 19128 • P.O. BOX 35187
TEL. 215-483-5154 • FAX 215-509-7832

November 22, 2000

Attn: Joseph A. Tully
PNC Bank
Rittenhouse Square
19th & Walnut Street
Philadelphia, PA 19103

Re: GPRL - Account Number - [REDACTED]
GPRSO, Inc. - Account Number - [REDACTED]

Dear Mr. Tully:

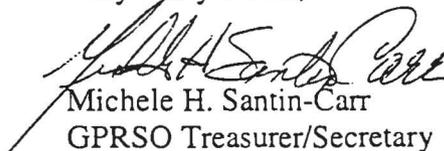
On October 28, 2000, the Board from the Greater Philadelphia Regional Service met. On this same date, a new Co-Chair and a new Treasurer were elected. As a result, the current signers on the above-mentioned accounts must be deleted and replaced. The new signers on both accounts will be Michele H. Santin-Carr – RSO Treasurer/Secretary and Earl K. Driscoll – Co-Chair.

We met with Ms. Garcia at your branch today and was informed that we needed a letter in order to make the changes. Enclosed please find new signer cards along with copies of our Pennsylvania Identification cards and Certified Copy of Corporate Resolutions sheet, which has been signed and sealed as well.

Kindly make the appropriate changes and let me know in writing when said changes will take effect. If you have any questions or concerns please feel free to contact me during regular business hours at (215) 291-5009.

Thank you in advance for your time and cooperation in this matter.

Very Truly Yours,


Michele H. Santin-Carr
GPRSO Treasurer/Secretary

MHSC/
w/encs.



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November 16, 2000

Stan Gitler
Gitler & Company
1021 Mill Creek Drive - Suite 5
Feasterville, PA 19053

Re: GPRSO, Inc.

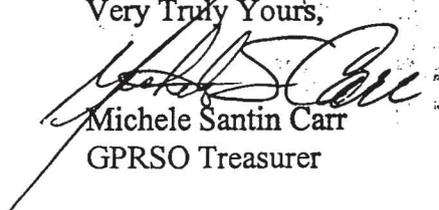
Dear Mr. Gitler:

As per our conversation, please be advised that Maurice Morton and Andrew Ferris are no longer on the RSO Board of Directors. On October 28, 2000 I was elected the RSO Treasurer and Earl Driscoll is the new Co-Chair. Kindly direct all future inquiries to me.

The accounts at Mellon Bank have been switched. I will be taking care of the ones at PNC next week. I am learning my way around the computer system. On Friday, December 1, 2000, Maurice and I will be meeting at the office so that he can show me how to roll over to the next month and, what items I need to send you each month.

I also need to speak with you in regard to the 2000 taxes.

Very Truly Yours,


Michele Santin Carr
GPRSO Treasurer

MSC/
via: fax 215-357-5457



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To: Eileen Perez-Evans
From: Michele Santin Carr – GPRSO, Inc.
Date: November 13, 2000

Hey baby, what's up? How are things with you? Fine, I hope. I am doing great. I've lost some weight and I feel great, fantastic and dynamite!!!!!!!!!!!!

I am writing because we have had a change in our office and I need to update the system. Our Executive Committee now consists of the following:

Co-Chair – Earl Driscoll
Treasurer/Secretary – Michele Santin Carr
Policy Chair – Joy Ferris

Please have Maurice Morton and Andrew Ferris removed and, if Eugene Burroughs is still listed, remove him as well.

Thank you for all of your help. Keep in touch.

Michele
Your East Coast Friend!!!!!!

Memo

To: Karlos Washington File
From: Michele
Date: 11/12/00

On November 11, 2000, Earl and I were compiling a shopping list for the office. We met with each of the special worker's individually. During our meeting with Marjani, we were informed that Karlos Washington was the one who did purchasing. Therefore, we met with Karlos and, I asked him if he knew what computer the two print cartridges that were on the shelf in the middle office went to. At that time, Karlos responding by saying "they are compatible with the computer sitting behind you." I repeated the question explaining that I didn't need to know what they were compatible with, I needed to know exactly which one they went to because we were compiling a supply list. He repeated the same thing and when I did not accept that answer repeating my question to him, he became irate and started yelling at me. He kept yelling at me until I rose from my seat and said "do I need to remind you that I am one of your bosses?" His remark was "I don't care." At that time, I issued a verbal warning (as per our policies) to him. He walked away. At that time, I told him that "walking away from me could be like walking away from his job." At that time, he was standing next to the front desk where Marjani Merritt was sitting and said "I'll take the whole nine yards, I quit." I told him that if that was the case, then he could leave his keys on the desk with Marjani and leave. That is exactly what he did.

Witnesses present at the time of the incident were: Earl Driscoll, Gwen Young and Marjani Merritt.

*** NOTE ***

Mr. Washington's code was note removed from the alarm system at that point. We decided to do this just in case he decided to contact us and we were able to work something out so that he could come back to work. However, once we were notified by Joy Ferris that he was drawing up a letter of resignation, the code was removed immediately.

November 12, 2000

RSO Board
6112 Ridge Avenue
Philadelphia, PA 19128

It is with regret that I give sudden notice of resignation. Because, of the careless behavior of board members on November 11, 2000 at the RSO office. We all know of the strain involved when changes are made especially at the RSO office. As a special worker there are projects that needs to be done, assigned to me before the change. This was not taken into consideration, as demands are placed upon me. In the past Andy always took me to the side and explained the added duties and allowed me to respond to them.

On the date in questioned, remarks of color were, made loudly, without respect of the special workers or customers. When two white board member are laughing about who's THE HEAD NIGGER NOW AND MAKE UP CODE LETTERS this in not the way to treat EMPLOYEE'S OR SUPERVISE A BUSINESS. In fact it is against several LAWS INCLUDING THE "EOE" GUIDELINES OF EMPLOYMENT. [Michelle started the remarks & Earl]

The unjust demands, made to me, in front of other's (Gwen and Earl) is wrong. Also, to interrogate me in a deceptive manager concerning monies, to which the policy directly denies a special worker to have complete knowledge of. This behavior allowed two other persons to answer my questions and lead to confusions. When she said, JUMPING TO HER FEET AND YELLING I'M YOUR BOSS after making insulting remarks. I felt I had no other choice but to continue walking away and refusing her orders.

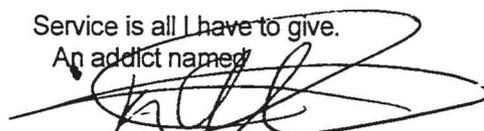
NOTE: Only special workers and office personnel are allowed to enter the office area, excëpt approved board members. This includes the bathroom. When counting money handling and **confidential information**, that the special workers are **not allowed to read**. Why was Gwen there? This is in direct violation of the board's vote **concerning the responsibility of the special workers**. How can we do are job when interference is a common practice. Lastly, it is impossible to chance everything in 2 hours.

She told me of a verbal warning and I told her "you can give it all to me." She told me to go home and I could hear them talking "we'll have to remove his code." I them gave my keys to Majara and left. It is plain to me that she didn't care about policy or the store.

I'M GLAD I HAD A CHANCE TO GIVE BACK WHAT WAS SO FREELY GIVEN TO ME BY WORKING AT THE RSO. THIS SPECIAL WORKER LEARNED A LOT ABOUT "PRINCILABLE BEFORE PERSONALITIES" AND TRULY I WILL ALWAYS TRY TO FOLLOW THAT PATH.

Service is all I have to give.

An addict named



KARLOS R. WASHINGTON Sr.

Memo

To: Narcotics Anonymous Fellowship
From: Michele
Date: 11/12/00

At the RSO Board meeting on October 28, 2000, there was a comment made in reference to the "HNIC". At the time, I did not know what that term meant, I had never heard it before. I asked and it was explained to me that it stood for "head nigga in charge."

On November 11, 2000, Earl, Gwen and myself were having a private discussion in the middle office at the RSO, with the door shut. We were discussing the term and I said that I wondered how the other members of the board would have felt if I or someone else would have said something like "HHIC", meaning "head honkey in charge."

This conversation took place in an office with a closed door and, therefore, the expectation of privacy was present. Unfortunately, when a door is closed and we are unable to hear the entire content of the conversation, which is taking place, we may misinterpret what is being said.

At no time did I or any other person present during this conversation, in any way, shape or form, say or attempt to say, directly or indirectly make any comments towards any persons present or not present.

November 30, 2000

On Saturday, November 11, 2000, incidents occurred which I believe could have been avoided. One of the main problems that took place was the situation with Michele and Karlos. I don't actually know how the whole argument originated, but I will inform you of what I heard. I remember hearing Michele tell Karlos that she was the boss. Eventually, Karlos said, "I will leave." Michele said, "there's the door." Karlos put his keys down on the front table, where I was sitting, and then left. At this time there was no one in the store but Michele, Earl, Gwen and I.

Another incident that offended me is what was said by Michele, when she was in the back office with Earl and Gwen. I recall Michele saying that she was "the head nigger in charge." I have no idea if she was saying this as a joke or if she actually meant it, but I found it awkward to hear such a comment. I strongly believe that it was an inappropriate statement to use around employees.

Marjani Merritt

Marjani Merritt

November 26, 2000

Dear RSO Board Members,

It is with great regret that I do hereby resign my position as Policy Chairperson. The reason is as follows: I was aware of a policy violation prior to my coming to the RSO as a Board member and becoming Policy chair. When I became a Board member and later Policy chair, I did not let this be known. I cannot hold others to a standard that I am not willing to hold myself to. I hope that a power greater than this Board will continue to guide the fellowship in the direction it needs to go and that principles not personalities will always win out.

With sincere regret,


Joy F.



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On November 11, 2000 Michele Carr asked Karlos Washington what printer the ink cartridges in the office was for. Karlos stated that they were for a printer similar to the one in the office. Michele asked specifically what printer they were for and Karlos raised his voice and again said that they were for a printer similar to the one in the office. Michele told Karlos that she was one of his employers and as such she was giving him a verbal warning. Karlos then said, "That's OK, I'll take the whole nine yards. I quit!" Michele then said If that's the case leave your keys, which he did.

Respectfully Submitted,

Earl D.
Co-Chair RSO

G.P.R.S.O., INC.

TREASURER REPORT

FOR THE MONTH OF

NOVEMBER 2000

Prepared by: Michele C.
GPRSO Treasurer

Greater Phila-Regional Svc. Office, Inc.
 6212 Ridge Avenue, Rear
 Philadelphia, PA 19128
 Checkbook Activity
 GPRSO - Mellon Bank

12/01/00 8:35 pm

Page 1

<u>No.</u>	<u>Date</u>	<u>Payee/Description</u>	<u>Amount</u>	<u>Balance</u>
		Beginning balance		11,009.83
	11/02/00	DAILY STORE DEPOSIT	750.81	11,760.64
	11/04/00	DAILY STORE DEPOSIT	1,879.85	13,640.49
	11/07/00	DAILY STORE DEPOSIT	464.53	14,105.02
	11/09/00	DAILY STORE DEPOSIT	1,371.30	15,476.32
	11/11/00	DAILY STORE DEPOSIT	1,877.43	17,353.75
2457	11/11/00	IKON OFFICE SOLUTION	-770.39	16,583.36
2458	11/11/00	VERIZON	-528.82	16,054.54
2459	11/11/00	VERIZON	-377.67	15,676.87
2460	11/11/00	VERIZON	-204.56	15,472.31
2461	11/11/00	VERIZON	-132.51	15,339.80
2462	11/11/00	ABS Cannon	-145.79	15,194.01
2463	11/11/00	FIDELITY BURGLAR & F	-35.00	15,159.01
2464	11/11/00	World Service Office	-57.12	15,101.89
2465	11/11/00	World Service Office	-184.45	14,917.44
2466	11/11/00	FREEDOM LINE	-2,473.35	12,444.09
2467	11/11/00	AT & T	-16.66	12,427.43
2468	11/11/00	Brpwning-Ferris Indu ✓	-64.05	12,363.38
2469	11/11/00	World Service Office	-442.00	11,921.38
2470	11/11/00	World Service Office	-47.00	11,874.38
2471	11/11/00	World Service Office	-261.41	11,612.97
2472	11/11/00	World Service Office	-5,000.00	6,612.97
2473	11/11/00	ACTIVE PROPERTIES	-1,995.00	4,617.97
	11/14/00	DAILY STORE DEPOSIT	1,788.18	6,406.15
	11/16/00	DAILY STORE DEPOSIT	963.46	7,369.61
	11/18/00	DAILY STORE DEPOSIT	1,969.71	9,339.32
2474	11/18/00	Staples	-280.98	9,058.34
	11/21/00	DAILY STORE DEPOSIT	705.32	9,763.66
	11/25/00	DAILY STORE DEPOSIT	985.57	10,749.23
999	11/26/00	Mellon Bank	-149.25	10,599.98
1000	11/26/00	Mellon Bank	-1,500.00	9,099.98
	11/28/00	DAILY STORE DEPOSIT	1,210.84	10,310.82
	11/30/00	DAILY STORE DEPOSIT	689.92	11,000.74

Greater Phila-Regional Svc. Office, Inc.
6212 Ridge Avenue, Rear
Philadelphia, PA 19128
GPRSO - Mellon Bank
Printed Checks - Regular
For ~~October~~ 2000
~~November~~

12/01/00 8:35 pm

Page 1

<u>Chk. #</u>	<u>Date</u>	<u>Payee Name</u>	<u>Total Amount</u>
2457	11/11/00	IKON OFFICE SOLUTIONS	770.39
2458	11/11/00	VERIZON	528.82
2459	11/11/00	VERIZON	377.67
2460	11/11/00	VERIZON	204.56
2461	11/11/00	VERIZON	132.51
2462	11/11/00	ABS Cannon	145.79
2463	11/11/00	FIDELITY BURGLAR & FIRE ALARM CO.	35.00
2464	11/11/00	World Service Office	57.12
2465	11/11/00	World Service Office	184.45
2466	11/11/00	FREEDOM LINE	2,473.35
2467	11/11/00	AT & T	16.66
2468	11/11/00	Brpwning-Ferris Industries	64.05
2469	11/11/00	World Service Office	442.00
2470	11/11/00	World Service Office	47.00
2471	11/11/00	World Service Office	261.41
2472	11/11/00	World Service Office	5,000.00
2473	11/11/00	ACTIVE PROPERTIES	1,995.00
2474	11/18/00	Staples	280.98
999	11/26/00	Mellon Bank	149.25
1000	11/26/00	Mellon Bank	1,500.00
20 Checks			<u>Total</u> <u>14,666.01</u>

Greater Phila-Regional Svc. Office, Inc.
6212 Ridge Avenue, Rear
Philadelphia, PA 19128
GPRSO - Mellon Bank
Receipts Journal - Summary - Current

12/01/00 8:35 pm

Page 1

<u>Date</u>	<u>Deposit Description</u>	<u>Amount</u>
11/02/00	DAILY STORE DEPOSIT	750.81
11/04/00	DAILY STORE DEPOSIT	1,879.85
11/07/00	DAILY STORE DEPOSIT	464.53
11/09/00	DAILY STORE DEPOSIT	1,371.30
11/11/00	DAILY STORE DEPOSIT	1,877.43
11/14/00	DAILY STORE DEPOSIT	1,788.18
11/16/00	DAILY STORE DEPOSIT	963.46
11/18/00	DAILY STORE DEPOSIT	1,969.71
11/21/00	DAILY STORE DEPOSIT	705.32
11/25/00	DAILY STORE DEPOSIT	985.57
11/28/00	DAILY STORE DEPOSIT	1,210.84
11/30/00	DAILY STORE DEPOSIT	<u>689.92</u>
	Total	<u><u>14,656.92</u></u>

Greater Phila-Regional Svc. Office, Inc.
6212 Ridge Avenue, Rear
Philadelphia, PA 19128
GPRSO - Mellon Bank
Receipts Journal - Summary - Current
Account Distributions

12/01/00 8:35 pm

Page 2

----- Distribution -----		
<u>Account No.</u>	<u>Account Description</u>	<u>Amount</u>
4003	Revenue - Merchandise	14,193.89
4004.1	PHONELINE DONATIONS	<u>250.00</u>
	Undistributed	<u>213.03</u>
1005	GPRSO - MELLON #2-406-320	<u>14,656.92</u>