

Response to LGOIMA from STUFF

20 May 2024

Dear Rachael

Thank you for the information request received by the Council on Friday 19 April regarding the interim Chief Executive's resignation. You asked for:

All internal and external correspondence, including emails, texts and Whatsapp messages, regarding the interim CEO's resignation and payout, including those to the Office of the Ombudsman and the Privacy Commissioner.

You also requested the details of any pay increases Mr Parry received when he accepted the interim CEO position.

Interim Chief Executive Lornae Straith provides the following response:

Attached is all correspondence regarding the interim CEO's resignation. Some information has been redacted in accordance with Section 7 (2)(a) – to protect a person's privacy. Information relating to remuneration is an employment matter and withheld under the same section on legal advice.

The Council has withheld correspondence with its lawyers under Section 7(2)(g) of the Local Government Official Information and Meetings Act – to maintain legal privilege.

Lastly, there was no correspondence with the Privacy Commissioner, and any correspondence with the Ombudsmen is privileged.

If you are unsatisfied with the response, you are entitled to lodge a complaint with the Office of the Ombudsmen. You can find more information on its website <http://www.ombudsman.parliament.nz>

Kind regards

A handwritten signature in black ink, appearing to read "Sonia Gerken".

Sonia Gerken
GM Communications / Customer Support

[REDACTED]

From: [REDACTED]
Sent: Friday, 5 April 2024 3:19 PM
To: [REDACTED]
Cc: [REDACTED] with e-mail)
Subject: FW: Funding Crisis for Local Government - [REDACTED]
Attachments: Funding Crisis for Local Government - [REDACTED]
- Funding for Three Waters.pdf

Your Worship,

Please find enclosed a draft letter to the [REDACTED] pertaining to the Council's request made at the last Council meeting that a letter be written outlining concerns about how the Council might meet its commitments in regard to upgrading waste water treatment processes to obtain a new resource consents. The draft letter is attached.

When [REDACTED] typed the letter [REDACTED] told me that it would be a waste of time as you would likely seek considerable amendments. That of course is your prerogative. Although that stated, I do not like wasting my time when [REDACTED]

What did concern me is that [REDACTED] advised that the draft letter I did for you in January to the [REDACTED] covering our three waters capital works programme was never sent. According to [REDACTED], you wanted significant changes to reflect your own style. I am advised by [REDACTED] that you thought the revised letter would be a good learning opportunity for [REDACTED] to try and imitate your style—whatever that might be.

But the upshot is that it appears despite a December Council resolution, the requested letter to the [REDACTED] was never sent. The draft I did for you is attached for Councillors to see. I think the Council and I deserve better. A Council resolution needs to be acted upon and neither the [REDACTED] have licence to depart from a requested course of action.

I do not wish to carry on under such untenable circumstances. I am therefore terminating my employment with effect from Friday 10 May 2024.

[REDACTED]

5 April 2024

Hon Simeon Brown
Minister of Local Government
Parliament Buildings
Wellington

29 Bowler Avenue, Gore 9710
PO Box 8, Gore 9740

Phone 03 209 0330
Email info@goredc.govt.nz
www.goredc.govt.nz

Dear Minister

Funding Crisis for Local Government

I write with grave concerns expressed by the elected members of the Gore District Council at its most recent meeting held on 26 March 2024. At this meeting, the Council was confronted with the stark reality of the capital cost required to upgrade the Gore wastewater treatment process in order to obtain a new resource consent.

Without boring you with unnecessary detail, I will endeavour to succinctly summarise the dilemma that the Council is facing. Like many other Councils around New Zealand, Gore District Council has relied on a primary and secondary oxidation pond process to treat its wastewater, along with an ultraviolet process, before discharging into the Mataura River. The resource consent for this operation has expired, and the Council is in the process of developing a proposal that would meet the expectations of both the new National Policy Statement (NPS) on fresh water, together with fulfilling the expectations of local Iwi. Those expectations are that a radically different approach to what has been traditionally carried out is essential. In essence, local Iwi's strong preference is for wastewater to be discharged to land or, at the very least, via wetlands.

The dilemma the Council faces is that the shortlisted options that have been developed in consultation with local Iwi range in the vicinity of \$65-\$77 million. The Council has a current debt ceiling, imposed by local government funding agency of circa \$60 million. The Council's current debt level sits at \$52 million with the completion of the Gore Water Treatment Upgrade and a proposed pipeline under the Mataura River, expected to consume a good portion of the remaining headroom within the debt ceiling.

The Council's concern sits with both affordability and the fact that it is the central government's relationship with Iwi and the NPS on Freshwater Management that is triggering these upgrades without any funding support. My councillors were so concerned

that there was idle talk of simply abandoning the project all together. Thankfully, wiser heads prevailed, and the Council committed itself to continuing to engage in the resource consenting process.

However, it is patently obvious that without an injection of funding from an external source, the Council will not be in a position to comply with any resource consent that may be issued from the regional council. I am sure other Councils are in a similar boat, however whether they are as advanced as this Council in terms of applying for a new resource consent is another matter altogether. The Gore District Council senses that it is navigating uncharted waters in regard to staring down a daunting and some might say impossible financial target in order to comply with national policy settings.

I appreciate the new government has inherited its own challenging financial situation. However, standing by and allowing Councils to financially sink or fail in their legislative obligations imposed by the central government due to a financially impossible situation does not appear to be in anyone's interest. With central government traditionally being a partner with local government to develop Three Waters infrastructure, it seems odd that Councils are now left to their own devices to not just maintain that infrastructure but upgrade it to meet national policy standards.

My Council believes that it is only a matter of time before a Council in New Zealand collapses in the mire of debt and an inability to discharge its legislative obligations. This inevitability is difficult to comprehend when Three Waters is a critical infrastructure for the maintenance of human life and the propulsion of a strong economy.

My Council, therefore, wishes to bring these concerns to your attention and is pleading for some direction and meaningful assistance in order that the Council can move forward with a degree of confidence.

I look forward to your comments in this regard.

Yours sincerely

Mayor Ben Bell
Gore District

23 January 2024

Hon Simeon Brown
Minister of Local Government
Parliament Buildings
Wellington

29 Bowler Avenue, Gore 9710
PO Box 8, Gore 9740

Phone 03 209 0330
Email info@goredc.govt.nz
www.goredc.govt.nz

Dear Minister

Funding for Three Waters

Happy New Year. I hope you had the chance to refresh and recharge your batteries and spend time with your family in preparation for what, no doubt, will be a challenging and intensive year.

I am writing to you as a consequence of a Council meeting held just prior to Christmas in which the imposing funding horizon for Three Waters investment was graphically laid out before the Council. I appreciate that this Council is one of many grappling with the huge amount of capital investment required. However, there is one feature within the Gore District that perhaps sets us apart from others in the country. Before touching on that particular point, and without wishing to maroon you in unnecessary detail, the main funding requirements for the Council over the next 30 years can be summarised as follows:

- \$105 million to renew existing infrastructure at the end of its useful life;
- \$92 million to upgrade the Council's wastewater treatment plants;
- \$248 million to complete stormwater separation works and resolve stormwater capacity issues; and
- \$20 million for other miscellaneous upgrades and improvements.

This comes to a lofty total of \$465 million over the next 30 years. When the size of the Council is taken into consideration, namely a population of around 13,000 and 6,700 (approximately) ratepayers, the investment level required can only be described as daunting.

Moreover, the Council only has limited headroom to borrow more capital. At present, the Council's debt ceiling via covenants imposed by the Local Government Funding Agency is

\$56.5 million. The Council's current debt level is \$52.5 million, leaving less than \$5 million freeboard to undertake capital works.

It is appreciated that the investment levels being quoted are over a 30-year timeline. However, the new investment required is still over \$15 million per annum.

As alluded to above, one of the very challenging aspects for the Gore District Council is the large percentage of combined stormwater and wastewater pipes within the Gore township. Approximately 40% of the network is combined stormwater and sewer mains, which leads to raw sewage leaking onto streets and properties in a heavy rain event. It also means that a lot of the stormwater is directed to the Council's oxidation ponds, which thwarts and frustrates the treatment process.

The Council has recently completed separation of stormwater and sewerage from a particularly problematic street in Gore. The project, which included the Council funding connection to residential property laterals, was in the order of \$4.3 million. Many more streets await attention, but clearly, funding is going to be a major impediment. This can be seen in the estimate of \$248 million listed in the bullet points above to rectify the situation over a 30-year period.

Obviously, with your government coming into power, the reform of Three Waters, as earlier proposed, has been abandoned. This has left the Council in an invidious position of trying to prepare a Long Term Plan and cite funding sources where in the absence of external assistance, the necessary infrastructural works will not be able to be advanced. In the circumstances, the Council resolved that I should write to you, highlighting our challenges and seeking a meeting to discuss potential alternative funding mechanisms.

I appreciate that your government will be grappling with priorities and endeavouring to roll out a coherent plan for Three Waters and its delivery, governance, and funding. The Gore District Council is deeply interested in finding opportunities that might be able to be secured to continue to press on with its capital investment in Three Waters, in the aftermath of changed government policy in this essential area.

I would very much value a meeting with you and your officials in order that meaningful options for funding can be identified. I look forward to hearing from you.

Yours sincerely

A handwritten signature in black ink, appearing to read "B. Bell". The signature is fluid and cursive, with a prominent initial "B" and a long, sweeping underline.

Ben Bell
Mayor, Gore District

[REDACTED]

From: [REDACTED]
Sent: Friday, 5 April 2024 3:22 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION
Attachments: Funding Crisis for Local Government - [REDACTED]
- Funding for Three Waters.pdf

Hi,

See below. All self-explanatory really, but I am no longer prepared to put up with this behaviour. I desperately need to exit.

I will announce my earlier departure later today.

Cheers,

[REDACTED]

From: [REDACTED]
Sent: Friday, April 5, 2024 3:19 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Funding Crisis for Local Government - [REDACTED]

Your Worship,

Please find enclosed a draft letter to the [REDACTED] pertaining to the Council's request made at the last Council meeting that a letter be written outlining concerns about how the Council might meet its commitments in regard to upgrading waste water treatment processes to obtain a new resource consents. The draft letter is attached.

When [REDACTED] typed the letter [REDACTED] told me that it would be a waste of time as you would likely seek considerable amendments. That of course is your prerogative. Although that stated, I do not like wasting my time [REDACTED]

What did concern me is that [REDACTED] advised that the draft letter I did for you in January to the [REDACTED] covering our three waters capital works programme was never sent. According to [REDACTED], you wanted significant changes to reflect your own style. I am advised by [REDACTED] that you thought the revised letter would be a good learning opportunity for [REDACTED] to try and imitate your style—whatever that might be.

But the upshot is that it appears despite a December Council resolution, the requested letter to the [REDACTED] was never sent. The draft I did for you is attached for Councillors to see. I think the Council and I deserve better. A Council resolution needs to be acted upon and neither the [REDACTED] have licence to depart from a requested course of action.

I do not wish to carry on under such untenable circumstances. I am therefore terminating my employment with effect from Friday 10 May 2024.

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Friday, 5 April 2024 3:55 PM
To: [REDACTED]
Subject: FW: BRINGING FORWARD MY RESIGNATION
Attachments: Funding Crisis for Local Government - [REDACTED]
- Funding for Three Waters.pdf

From: [REDACTED]
Sent: Friday, April 5, 2024 3:22 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi,

See below. All self-explanatory really, but I am no longer prepared to put up with this behaviour. I desperately need to exit.

I will announce my earlier departure later today.

Cheers,

[REDACTED]

From: [REDACTED]
Sent: Friday, April 5, 2024 3:19 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Funding Crisis for Local Government - [REDACTED]

Your Worship,

Please find enclosed a draft letter to the [REDACTED] pertaining to the Council's request made at the last Council meeting that a letter be written outlining concerns about how the Council might meet its commitments in regard to upgrading waste water treatment processes to obtain a new resource consents. The draft letter is attached.

When [REDACTED] typed the letter [REDACTED] told me that it would be a waste of time as you would likely seek considerable amendments. That of course is your prerogative. Although that stated, I do not like wasting my time [REDACTED]

What did concern me is that [REDACTED] advised that the draft letter I did for you in January to the [REDACTED] covering our three waters capital works programme was never sent. According to [REDACTED] you wanted significant changes to reflect your own style. I am advised by [REDACTED] that you thought the revised letter would be a good learning opportunity for [REDACTED] to try and imitate your style—whatever that might be.

But the upshot is that it appears despite a December Council resolution, the requested letter to the [REDACTED] was never sent. The draft I did for you is attached for Councillors to see. I think the Council and I deserve better. A Council resolution needs to be acted upon and neither the [REDACTED] have licence to depart from a requested course of action.

I do not wish to carry on under such untenable circumstances. I am therefore terminating my employment with effect from Friday 10 May 2024.

[REDACTED]

[REDACTED]

From:

Sent:

[REDACTED]
Friday, 5 April 2024 6:31 PM

To:

Subject:

[REDACTED]
BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[REDACTED]

From: [REDACTED]
Sent: Friday, 5 April 2024 7:23 PM
To: [REDACTED]
Subject: Re: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED] that is a shame, but understandable. The organisation is going to be seriously worse off.

Catch you next week.

Enjoy the weekend knowing you have only a few weeks of stress left.

Cheers, [REDACTED]

From: [REDACTED]
Sent: Friday, April 5, 2024 6:31:06 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Friday, 5 April 2024 7:33 PM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Thanks [REDACTED]. There was an issue that arose that raised my ire but also a walk this morning which sealed my fate. That and an applauding [REDACTED]

Talk next week

Cheers

[REDACTED]

Sent from my Galaxy

----- Original message -----

From: [REDACTED]
Date: 5/04/24 7:22 pm (GMT+12:00)
To: [REDACTED]
Subject: Re: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED] that is a shame, but understandable. The organisation is going to be seriously worse off.

Catch you next week.

Enjoy the weekend knowing you have only a few weeks of stress left.

Cheers, [REDACTED]

From: [REDACTED]
Sent: Friday, April 5, 2024 6:31:06 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Saturday, 6 April 2024 6:17 AM
To: [REDACTED]
Subject: Re: BRINGING FORWARD MY RESIGNATION

No surprise there
Sent from my iPhone

[REDACTED]

[Get Outlook for Android](#)



[<1.jpg>](#)

Disclaimer

The information contained in this communication from Gore District Council is confidential. It is intended solely for use by the recipient and others authorized to receive it. If you are not the recipient, you are hereby notified that any disclosure, copying, distribution or taking action in relation of the contents of this information is strictly prohibited and may be unlawful.

From: [REDACTED]
Sent: Friday, April 5, 2024 6:31:06 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Saturday, 6 April 2024 7:29 AM
To: [REDACTED]
Subject: Re: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]. I read your email earlier today [REDACTED] and am absolutely gutted and horrified at how you have been treated, [REDACTED]. Let me know when you are free for a chat .. if you want one that is
Cheers

Get [Outlook for Android](#)

From: [REDACTED]
Sent: Friday, April 5, 2024 3:21:46 AM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi,

See below. All self-explanatory really, but I am no longer prepared to put up with this behaviour. I desperately need to exit.

I will announce my earlier departure later today.

Cheers,

[REDACTED]

From: [REDACTED]
Sent: Friday, April 5, 2024 3:19 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Funding Crisis for Local Government - [REDACTED]

Your Worship,

Please find enclosed a draft letter to the [REDACTED] pertaining to the Council's request made at the last Council meeting that a letter be written outlining concerns about how the Council might meet its commitments in regard to upgrading waste water treatment processes to obtain a new resource consents. The draft letter is attached.

When [REDACTED] typed the letter [REDACTED] told me that it would be a waste of time as you would likely seek considerable amendments. That of course is your prerogative. Although that stated, I do not like wasting my time [REDACTED]

What did concern me is that [REDACTED] advised that the draft letter I did for you in January to the [REDACTED] covering our three waters capital works programme was never sent. According to [REDACTED] you wanted significant changes to reflect your own style. I am advised by [REDACTED] that you thought the revised letter would be a good learning opportunity for [REDACTED] to try and imitate your style—whatever that might be.

But the upshot is that it appears despite a December Council resolution, the requested letter to the [REDACTED] was never sent. The draft I did for you is attached for Councillors to see. I think the Council and I deserve better. A Council resolution needs to be acted upon and neither the [REDACTED] have licence to depart from a requested course of action.

I do not wish to carry on under such untenable circumstances. I am therefore terminating my employment with effect from Friday 10 May 2024.

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Saturday, 6 April 2024 8:16 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]

Yes, it's a shame that it has come to this but I simply had enough.

I am free from 9.30am [REDACTED] if you want chat.

[REDACTED]

Cheers

[REDACTED]

Sent from my Galaxy

----- Original message -----

From: [REDACTED]
Date: 6/04/24 7:29 am (GMT+12:00)
To: [REDACTED]
Subject: Re: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]. I read your email earlier today [REDACTED] and am absolutely gutted and horrified at how you have been treated, [REDACTED] let me know when you are free for a chat .. if you want one that is

Cheers

Get [Outlook for Android](#)

From: [REDACTED]
Sent: Friday, April 5, 2024 3:21:46 AM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi,

See below. All self-explanatory really, but I am no longer prepared to put up with this behaviour. I desperately need to exit.

I will announce my earlier departure later today.

Cheers,

[REDACTED]

From: [REDACTED]
Sent: Friday, April 5, 2024 3:19 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Funding Crisis for Local Government [REDACTED]

Your Worship,

Please find enclosed a draft letter to the [REDACTED] pertaining to the Council's request made at the last Council meeting that a letter be written outlining concerns about how the Council might meet its commitments in regard to upgrading waste water treatment processes to obtain a new resource consents. The draft letter is attached.

When [REDACTED] typed the letter [REDACTED] told me that it would be a waste of time as you would likely seek considerable amendments. That of course is your prerogative. Although that stated, I do not like wasting my time [REDACTED]

What did concern me is that [REDACTED] advised that the draft letter I did for you in January to the [REDACTED] covering our three waters capital works programme was never sent. According to [REDACTED] you wanted significant changes to reflect your own style. I am advised by [REDACTED] that you thought the revised letter would be a good learning opportunity for [REDACTED] to try and imitate your style—whatever that might be.

But the upshot is that it appears despite a December Council resolution, the requested letter to the [REDACTED] was never sent. The draft I did for you is attached for Councillors to see. I think the Council and I deserve better. A Council resolution needs to be acted upon and neither the chief executive nor Mayor have licence to depart from a requested course of action.

I do not wish to carry on under such untenable circumstances. I am therefore terminating my employment with effect from Friday 10 May 2024.

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Sunday, 7 April 2024 11:50 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]

Thanks for the heads-up.

[REDACTED]

Cheers

[REDACTED]

From: [REDACTED]
Sent: Friday, 5 April 2024 6:31 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[REDACTED]

From: [REDACTED]
Sent: Sunday, 7 April 2024 6:04 PM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]

I am not sure about my plans for [REDACTED] I don't want a farewell and would prefer to catch up with people privately.

[REDACTED]

Cheers

[REDACTED]

From: [REDACTED]
Sent: Sunday, April 7, 2024 11:50 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]

Thanks for the heads-up.

[REDACTED]

Cheers

[REDACTED]

From: [REDACTED]
Sent: Friday, 5 April 2024 6:31 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,



[REDACTED]

From: [REDACTED]
Sent: Sunday, 7 April 2024 6:10 PM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Cool. Let's keep in touch – our crew would really like to catch up for a drink.

Thanks also for sending through the [REDACTED] fund guidelines a while ago – just working on the application now. Fingers crossed.

Talk soon.

Cheers

[REDACTED]

From: [REDACTED]
Sent: Sunday, 7 April 2024 6:04 PM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]

I am not sure about my plans for [REDACTED] I don't want a farewell and would prefer to catch up with people privately.

[REDACTED]

Cheers

[REDACTED]

From: [REDACTED]
Sent: Sunday, April 7, 2024 11:50 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]

Thanks for the heads-up.

[REDACTED]

Cheers

[REDACTED]

From: [REDACTED]

Sent: Friday, 5 April 2024 6:31 PM

To: [REDACTED]

Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 8 April 2024 8:59 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Good on you [REDACTED] I am happy to hear this simply for the fact that you are doing what's best for you. 😊

Would love to catch up with you one on one, if you have time, sometime before you go. Would like your input on a couple of work related things for my potential career trajectory 😊 Just if you have time, no pressure!

From: [REDACTED]
Sent: Friday, 5 April 2024 6:31 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 8 April 2024 10:37 AM
To: [REDACTED]
Subject: Re: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]

All the best with everything.

Take care
[REDACTED]

From: [REDACTED]
Sent: Friday, April 5, 2024 6:31 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 8 April 2024 10:52 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Thanks [REDACTED] appreciate your kind thoughts. Am excited about new opportunities moving forward.

Cheers

[REDACTED]

Sent from my Galaxy

----- Original message -----
From: [REDACTED]
Date: 8/04/24 10:36 am (GMT+12:00)
To: [REDACTED]
Subject: Re: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]

All the best with everything.

Take care

[REDACTED]

From: [REDACTED]
Sent: Friday, April 5, 2024 6:31 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 8 April 2024 11:29 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]

Just pop up whenever. I am pretty flexible time wise over the next couple of days. Although I will be gone by 4pm this afternoon.

Cheers

[REDACTED]

From: [REDACTED]
Sent: Monday, April 8, 2024 8:59 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Good on you [REDACTED] I am happy to hear this simply for the fact that you are doing what's best for you. 😊

Would love to catch up with you one on one, if you have time, sometime before you go. Would like your input on a couple of work related things for my potential career trajectory 😊 Just if you have time, no pressure!

From: [REDACTED]
Sent: Friday, 5 April 2024 6:31 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 8 April 2024 12:01 PM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

That sounds great, I will pop up to see you tomorrow then, around 9:30am. 😊

From: [REDACTED]
Sent: Monday, 8 April 2024 11:29 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Hi [REDACTED]

Just pop up whenever. I am pretty flexible time wise over the next couple of days. Although I will be gone by 4pm this afternoon.

Cheers

[REDACTED]

From: [REDACTED]
Sent: Monday, April 8, 2024 8:59 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Good on you [REDACTED] I am happy to hear this simply for the fact that you are doing what's best for you. 😊

Would love to catch up with you one on one, if you have time, sometime before you go. Would like your input on a couple of work related things for my potential career trajectory 😊 Just if you have time, no pressure!

From: [REDACTED]
Sent: Friday, 5 April 2024 6:31 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 8 April 2024 12:05 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION
Attachments: Funding Crisis for Local Government - [REDACTED]
- Funding for Three Waters.pdf

Fyi. In confidence.

From: [REDACTED]
Sent: Friday, April 5, 2024 3:22 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi,

See below. All self-explanatory really, but I am no longer prepared to put up with this behaviour. I desperately need to exit.

I will announce my earlier departure later today.

Cheers,

[REDACTED]

From: [REDACTED]
Sent: Friday, April 5, 2024 3:19 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Funding Crisis for Local Government - [REDACTED]

Your Worship,

Please find enclosed a draft letter to the [REDACTED] pertaining to the Council's request made at the last Council meeting that a letter be written outlining concerns about how the Council might meet its commitments in regard to upgrading waste water treatment processes to obtain a new resource consents. The draft letter is attached.

When [REDACTED] typed the letter [REDACTED] told me that it would be a waste of time as you would likely seek considerable amendments. That of course is your prerogative. Although that stated, I do not like wasting my time [REDACTED]

What did concern me is that [REDACTED] advised that the draft letter I did for you in January to the [REDACTED] covering our three waters capital works programme was never sent. According to [REDACTED] you wanted significant changes to reflect your own style. I am advised by [REDACTED] that you thought the revised letter would be a good learning opportunity for [REDACTED] to try and imitate your style—whatever that might be.

But the upshot is that it appears despite a December Council resolution, the requested letter to the [REDACTED] was never sent. The draft I did for you is attached for Councillors to see. I think the Council and I deserve better. A Council resolution needs to be acted upon and neither the [REDACTED] have licence to depart from a requested course of action.

I do not wish to carry on under such untenable circumstances. I am therefore terminating my employment with effect from Friday 10 May 2024.

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 8 April 2024 2:11 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Funding Crisis for Local Government - [REDACTED]

Dear [REDACTED]

Thank you for drafting up this most recent letter.

I am sorry to hear that I have upset you with rewriting and delay of the letters, this was never my intention.

As was mentioned recently, either at a workshop or Council meeting, while the letter had been drafted, my intention was to schedule a meeting with the [REDACTED] to talk about the several issues that have been raised and then send the letters to be top of mind. Due to the [REDACTED] busy schedule this has not happened yet, but I did mention the impending letters when I saw him at Zone 5/6.

I apologise if this was not clear, and I can understand if this may be frustrating if you were unaware.

It is saddening to hear that you would like to terminate your employment early due to this matter. If there is anything we can do to help you to reconsider, please let one of us know. I understand that [REDACTED] has also offered up some support on behalf of the Council but again, please let us know if we can do anything further.

Kind regards,
[REDACTED]

Get [Outlook for iOS](#)

From: Stephen Pany [REDACTED]
Sent: Friday, April 5, 2024 3:18:30 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Funding Crisis for Local Government - [REDACTED]

Your Worship,

Please find enclosed a draft letter to the [REDACTED] pertaining to the Council's request made at the last Council meeting that a letter be written outlining concerns about how the Council might meet its commitments in regard to upgrading waste water treatment processes to obtain a new resource consents. The draft letter is attached.

When [REDACTED] typed the letter [REDACTED] told me that it would be a waste of time as you would likely seek considerable amendments. That of course is your prerogative. Although that stated, I do not like wasting my time [REDACTED]

What did concern me is that [REDACTED] advised that the draft letter I did for you in January to the [REDACTED] covering our three waters capital works programme was never sent. According to [REDACTED] you wanted significant changes to reflect your own style. I am advised by [REDACTED] that you thought the revised letter would be a good learning opportunity for [REDACTED] to try and imitate your style—whatever that might be.

But the upshot is that it appears despite a December Council resolution, the requested letter to the [REDACTED] was never sent. The draft I did for you is attached for Councillors to see. I think the Council and I deserve better. A Council resolution needs to be acted upon and neither the [REDACTED] have licence to depart from a requested course of action.

I do not wish to carry on under such untenable circumstances. I am therefore terminating my employment with effect from Friday 10 May 2024.

[REDACTED]

From: [REDACTED]
Sent: Monday, 8 April 2024 4:34 PM
To: [REDACTED]
Subject: Weekly schedule - Week 15 (Important updates)

Hi all,

Quote of the week: "There cannot be a crisis next week. My schedule is already full." - Henry Kissinger

Weekly Schedule

MON	TUE	WED	THU	FRI
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Updates

Quiet week for councillors this week, however, with the recent developments on Friday there will be a few busy members. We are also light on managers this week with both [REDACTED]

I thought it best to give everyone an update on where we are at with the [REDACTED] conversation and there will be more of an update tomorrow afternoon. Thank you to [REDACTED] for ringing round everyone over the weekend, it was a good call to have everyone on the same page as many of us don't check our emails till Sunday night. And thank you to [REDACTED] for picking up the [REDACTED] again.

- [REDACTED] has touched base with [REDACTED] to check that he is ok and offered any support as we near the end of the contract.
- [REDACTED] emailed Staff on Friday, so they are aware of the new termination date.
- [REDACTED] is on leave today and most likely tomorrow.
- Comms have put together an "emergency" press release in case the news or email get leaked. So far, we have had no leaks, which is promising.
- [REDACTED] has called a meeting of the CE recruitment committee for tomorrow afternoon to go over options moving forward.

- At this point, the idea on the table is to have a joint CE arrangement for those 3 weeks. This is just the current idea; nothing has been progressed yet.
- I have called [REDACTED] and let [REDACTED] know.
- I have emailed [REDACTED] to ask if [REDACTED] has availability to help us with advice and drafting contracts. [REDACTED]

Moving forward

As you will all appreciate this situation has added difficulty with both [REDACTED] being away. This is something [REDACTED] would usually help us with, but we will be on our own for this one. After talking to both [REDACTED] today, we feel like this situation fits within the brief, budget and delegation of the CE recruitment committee, already agreed to by recommendation. **If anyone has major concerns with this approach, please make it known as soon as possible, ideally before 4pm tomorrow and I can call an emergency council meeting to solidify those responsibilities and delegations.**

If there are no protests, we will inform elected members of our primary option after tomorrow's meeting and instruct our [REDACTED] to investigate this option and draft contracts. As with the appointment of [REDACTED] all appointments will have to be made by full Council approval, so you will get to see them before they are signed. My aim would be to have this item on the 23 April agenda.

Any questions or concerns I will have my phone on me all week, otherwise, [REDACTED] and the Recruitment committee are in the loop, if you would like to talk to them instead.

Cheers,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 8 April 2024 9:35 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Funding Crisis for Local Government - [REDACTED]

Hi [REDACTED]

Thank you for your email. I don't think the expectation of the Council back in December would be that by the end of the first quarter of the following year, the suggested letter would still be in a working draft format. To me it highlights the fact that there is precious little communication between us.

You didn't want my advice at the start of [REDACTED] and you were vehemently opposed to [REDACTED]. Despite this negative backdrop, I remained on board to steady the ship and put my own personal plans on hold. I have struggled to keep an organisation together while the Council appears blissfully unconcerned that staff are departing at an alarming rate, with more likely to come.

I wish to acknowledge the support of [REDACTED] who has been tremendous despite having a full agenda himself.

[REDACTED] was buoyed at the news I was departing the Council early. I take that as a ringing endorsement that I need to leave and seek a more positive environment.

I therefore respectfully decline your request that I reconsider my tenure. I will work out my notice through to 10 May and depart without fuss or fanfare.

Regards,

[REDACTED]

From: [REDACTED]
Sent: Monday, April 8, 2024 2:11 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Funding Crisis for Local Government - [REDACTED]

Dear [REDACTED]

Thank you for drafting up this most recent letter.

I am sorry to hear that I have upset you with rewriting and delay of the letters, this was never my intention.

As was mentioned recently, either at a workshop or Council meeting, while the letter had been drafted, my intention was to schedule a meeting with the [REDACTED] to talk about the several issues that have been raised and then send the letters to be top of mind. Due to the [REDACTED] busy schedule this has not happened yet, but I did mention the impending letters when I saw him at Zone 5/6.

I apologise if this was not clear, and I can understand if this may be frustrating if you were unaware.

It is saddening to hear that you would like to terminate your employment early due to this matter. If there is anything we can do to help you to reconsider, please let one of us know. I understand that [REDACTED] has also offered up some support on behalf of the Council but again, please let us know if we can do anything further.

Kind regards,
[REDACTED]

Get [Outlook for iOS](#)

From: [REDACTED]
Sent: Friday, April 5, 2024 3:18:30 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Funding Crisis for Local Government - [REDACTED]

Your Worship,

Please find enclosed a draft letter to the [REDACTED] pertaining to the Council's request made at the last Council meeting that a letter be written outlining concerns about how the Council might meet its commitments in regard to upgrading waste water treatment processes to obtain a new resource consents. The draft letter is attached.

When [REDACTED] typed the letter [REDACTED] told me that it would be a waste of time as you would likely seek considerable amendments. That of course is your prerogative. Although that stated, I do not like wasting my time [REDACTED]

What did concern me is that [REDACTED] advised that the draft letter I did for you in January to the [REDACTED] covering our three waters capital works programme was never sent. According to [REDACTED] you wanted significant changes to reflect your own style. I am advised by [REDACTED] that you thought the revised letter would be a good learning opportunity for [REDACTED] to try and imitate your style—whatever that might be.

But the upshot is that it appears despite a December Council resolution, the requested letter to the [REDACTED] was never sent. The draft I did for you is attached for

Councillors to see. I think the Council and I deserve better. A Council resolution needs to be acted upon and neither the [REDACTED] have licence to depart from a requested course of action.

I do not wish to carry on under such untenable circumstances. I am therefore terminating my employment with effect from Friday 10 May 2024.

[REDACTED]

[Redacted]

From: [Redacted]
Sent: Tuesday, 9 April 2024 2:29 PM
To: [Redacted]
Subject: Re: Weekly schedule - Week 15 (Important updates)

Hi Everyone
I am extremely disappointed to once again find ourselves in a situation that we shouldn't be in. This cannot be brushed under the carpet. We all need to meet and discuss how we move forward.
Regards [Redacted]

Get [Outlook for iOS](#)

From: [Redacted]
Sent: Monday, April 8, 2024 4:34:23 PM
To: [Redacted]
Subject: Weekly schedule - Week 15 (Important updates)

Hi all,

Quote of the week: *"There cannot be a crisis next week. My schedule is already full."* - Henry Kissinger

Weekly Schedule

MON	TUE	WED	THU	FRI
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
			[Redacted]	[Redacted]

Updates

Quiet week for councillors this week, however, with the recent developments on Friday there will be a few busy members. We are also light on managers this week with both [Redacted]

I thought it best to give everyone an update on where we are at with the [REDACTED] conversation and there will be more of an update tomorrow afternoon. Thank you to [REDACTED] for ringing round everyone over the weekend, it was a good call to have everyone on the same page as many of us don't check our emails till Sunday night. And thank you to [REDACTED] for picking up the [REDACTED] again.

- [REDACTED] has touched base with [REDACTED] to check that he is ok and offered any support as we near the end of the contract.
- [REDACTED] emailed Staff on Friday, so they are aware of the new termination date.
- [REDACTED] is on leave today and most likely tomorrow.
- Comms have put together an "emergency" press release in case the news or email get leaked. So far, we have had no leaks, which is promising.
- [REDACTED] has called a meeting of the CE recruitment committee for tomorrow afternoon to go over options moving forward.
- At this point, the idea on the table is to have a joint CE arrangement for those 3 weeks. This is just the current idea; nothing has been progressed yet.
- I have called [REDACTED] and let her know.
- I have emailed [REDACTED] to ask if she has availability to help us with advice and drafting contracts. She is happy to help.

Moving forward

As you will all appreciate this situation has added difficulty with both [REDACTED] being away. This is something [REDACTED] would usually help us with, but we will be on our own for this one. After talking to both [REDACTED] today, we feel like this situation fits within the brief, budget and delegation of the CE recruitment committee, already agreed to by recommendation. **If anyone has major concerns with this approach, please make it known as soon as possible, ideally before 4pm tomorrow and I can call an emergency council meeting to solidify those responsibilities and delegations.**

If there are no protests, we will inform elected members of our primary option after tomorrow's meeting and instruct our [REDACTED] to investigate this option and draft contracts. As with the appointment of [REDACTED] all appointments will have to be made by full Council approval, so you will get to see them before they are signed. My aim would be to have this item on the 23 April agenda.

Any questions or concerns I will have my phone on me all week, otherwise, [REDACTED] and the Recruitment committee are in the loop, if you would like to talk to them instead.

Cheers,
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Tuesday, 9 April 2024 3:31 PM
To: [REDACTED]
Subject: Re: Weekly schedule - Week 15 (Important updates)

I support [REDACTED]
I have no problem with the recruitment group putting forward an interim CE appointment for the full council to confirm.
However, I do feel there is a need for all councillors, as the collective employer of the [REDACTED] to be fully informed as to how and why we have arrived at this situation.

[REDACTED]

Get [Outlook for iOS](#)

From: [REDACTED]
Sent: Tuesday, April 9, 2024 2:28:32 PM
To: [REDACTED]
Subject: Re: Weekly schedule - Week 15 (Important updates)

Hi Everyone
I am extremely disappointed to once again find ourselves in a situation that we shouldn't be in. This cannot be brushed under the carpet. We all need to meet and discuss how we move forward.
Regards [REDACTED]

Get [Outlook for iOS](#)

From: [REDACTED]
Sent: Monday, April 8, 2024 4:34:23 PM
To: [REDACTED]
Subject: Weekly schedule - Week 15 (Important updates)

Hi all,

Quote of the week: *"There cannot be a crisis next week. My schedule is already full."* - Henry Kissinger

appointments will have to be made by full Council approval, so you will get to see them before they are signed. My aim would be to have this item on the 23 April agenda.

Any questions or concerns I will have my phone on me all week, otherwise, [REDACTED] and the Recruitment committee are in the loop, if you would like to talk to them instead.

Cheers,

[REDACTED]

[Redacted]

From: [Redacted]
Sent: Tuesday, 9 April 2024 5:55 PM
To: [Redacted]
Subject: RE: Weekly schedule - Week 15 (Important updates)

Hi [Redacted]

This is absolutely fair. I have no intention of brushing this under the carpet, and you deserve an explanation.

Unfortunately, I am away for the rest of the week in [Redacted] however, I have had a conversation with [Redacted] about a potential AP workshop Tuesday next week to get our ducks in a row before we debate the draft annual plan the following week. This should provide an opportune time either prior or after the workshop for me to provide an explanation and for Councillors to ask any questions they may have.

If you have any problems with this approach, please let me know.

Cheers
[Redacted]

From: [Redacted]
Sent: Tuesday, April 9, 2024 3:31 PM
To: [Redacted]
Subject: Re: Weekly schedule - Week 15 (Important updates)

I support [Redacted]
I have no problem with the recruitment group putting forward an interim CE appointment for the full council to confirm.
However, I do feel there is a need for all councillors, as the collective employer of the [Redacted], to be fully informed as to how and why we have arrived at this situation.

[Redacted]

Get [Outlook for iOS](#)

From: [Redacted]
Sent: Tuesday, April 9, 2024 2:28:32 PM
To: [Redacted]
Subject: Re: Weekly schedule - Week 15 (Important updates)

Hi Everyone
I am extremely disappointed to once again find ourselves in a situation that we shouldn't be in. This cannot be brushed under the carpet. We all need to meet and discuss how we move forward.
Regards [Redacted]

Get [Outlook for iOS](#)

From: [REDACTED]
Sent: Monday, April 8, 2024 4:34:23 PM
To: [REDACTED]
Subject: Weekly schedule - Week 15 (Important updates)

Hi all,

Quote of the week: "There cannot be a crisis next week. My schedule is already full." - Henry Kissinger

Weekly Schedule

MON	TUE	WED	THU	FRI
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
			[REDACTED]	[REDACTED]

Updates

Quiet week for councillors this week, however, with the recent developments on Friday there will be a few busy members. We are also light on managers this week with both [REDACTED]

I thought it best to give everyone an update on where we are at with the [REDACTED] conversation and there will be more of an update tomorrow afternoon. Thank you to [REDACTED] for ringing round everyone over the weekend, it was a good call to have everyone on the same page as many of us don't check our emails till Sunday night. And thank you to [REDACTED] for picking up the [REDACTED] again.

- [REDACTED] has touched base with [REDACTED] to check that he is ok and offered any support as we near the end of the contract.
- [REDACTED] emailed Staff on Friday, so they are aware of the new termination date.
- [REDACTED] is on leave today and most likely tomorrow.
- Comms have put together an "emergency" press release in case the news or email get leaked. So far, we have had no leaks, which is promising.
- [REDACTED] has called a meeting of the CE recruitment committee for tomorrow afternoon to go over options moving forward.
- At this point, the idea on the table is to have a joint CE arrangement for those 3 weeks. This is just the current idea; nothing has been progressed yet.
- I have called [REDACTED] and let [REDACTED] know.

- I have emailed [REDACTED] to ask if [REDACTED] has availability to help us with advice and drafting contracts. [REDACTED]

Moving forward

As you will all appreciate this situation has added difficulty with both [REDACTED] being away. This is something [REDACTED] would usually help us with, but we will be on our own for this one. After talking to both [REDACTED] today, we feel like this situation fits within the brief, budget and delegation of the CE recruitment committee, already agreed to by recommendation. **If anyone has major concerns with this approach, please make it known as soon as possible, ideally before 4pm tomorrow and I can call an emergency council meeting to solidify those responsibilities and delegations.**

If there are no protests, we will inform elected members of our primary option after tomorrow's meeting and instruct our [REDACTED] to investigate this option and draft contracts. As with the appointment of [REDACTED] all appointments will have to be made by full Council approval, so you will get to see them before they are signed. My aim would be to have this item on the 23 April agenda.

Any questions or concerns I will have my phone on me all week, otherwise, [REDACTED] and the Recruitment committee are in the loop, if you would like to talk to them instead.

Cheers,
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Wednesday, 10 April 2024 8:20 AM
To: [REDACTED]
Subject: Re: Weekly schedule - Week 15 (Important updates)

If you need anyone to step into the [REDACTED] role for 3 weeks ill put my hand up. Nothing like a sharp learning curve. I'll only charge 1k a week also.

[REDACTED]

Get [Outlook for iOS](#)

From: [REDACTED]
Sent: Tuesday, April 9, 2024 5:55:05 PM
To: [REDACTED]
Subject: RE: Weekly schedule - Week 15 (Important updates)

Hi [REDACTED]

This is absolutely fair. I have no intention of brushing this under the carpet, and you deserve an explanation.

Unfortunately, I am away for the rest of the week in [REDACTED] however, I have had a conversation with [REDACTED] about a potential AP workshop Tuesday next week to get our ducks in a row before we debate the draft annual plan the following week. This should provide an opportune time either prior or after the workshop for me to provide an explanation and for Councillors to ask any questions they may have.

If you have any problems with this approach, please let me know.

Cheers,
[REDACTED]

From: [REDACTED]
Sent: Tuesday, April 9, 2024 3:31 PM
To: [REDACTED]
Subject: Re: Weekly schedule - Week 15 (Important updates)

I support [REDACTED]
I have no problem with the recruitment group putting forward an interim CE appointment for the full council to confirm.
However, I do feel there is a need for all councillors, as the collective employer of the [REDACTED], to be fully informed as to how and why we have arrived at this situation.

[REDACTED]

Get [Outlook for iOS](#)

From: [REDACTED]
Sent: Tuesday, April 9, 2024 2:28:32 PM

To: [Redacted]

Subject: Re: Weekly schedule - Week 15 (Important updates)

Hi Everyone

I am extremely disappointed to once again find ourselves in a situation that we shouldn't be in. This cannot be brushed under the carpet. We all need to meet and discuss how we move forward.

Regards [Redacted]

Get [Outlook for iOS](#)

From: [Redacted]

Sent: Monday, April 8, 2024 4:34:23 PM

To: [Redacted]

Subject: Weekly schedule - Week 15 (Important updates)

Hi all,

Quote of the week: "There cannot be a crisis next week. My schedule is already full." - Henry Kissinger

Weekly Schedule

MON	TUE	WED	THU	FRI
[Light Blue Bar]	[Light Blue Bar]	[Light Blue Bar]	[Light Red Bar]	[Light Red Bar]
			[Black Bar]	[Light Blue Bar]

Updates

Quiet week for councillors this week, however, with the recent developments on Friday there will be a few busy members. We are also light on managers this week with both [Redacted]

I thought it best to give everyone an update on where we are at with the [Redacted] conversation and there will be more of an update tomorrow afternoon. Thank you to [Redacted] for ringing round everyone over the weekend, it was a good call to have everyone on the same page as many of us don't check our emails till Sunday night. And thank you to [Redacted] for picking up the [Redacted] again.

- [REDACTED] has touched base with [REDACTED] to check that he is ok and offered any support as we near the end of the contract.
- [REDACTED] emailed Staff on Friday, so they are aware of the new termination date.
- [REDACTED] is on leave today and most likely tomorrow.
- Comms have put together an “emergency” press release in case the news or email get leaked. So far, we have had no leaks, which is promising.
- [REDACTED] has called a meeting of the CE recruitment committee for tomorrow afternoon to go over options moving forward.
- At this point, the idea on the table is to have a joint CE arrangement for those 3 weeks. This is just the current idea; nothing has been progressed yet.
- I have called [REDACTED] and let [REDACTED] know.
- I have emailed [REDACTED] to ask if [REDACTED] has availability to help us with advice and drafting contracts. [REDACTED] is happy to help.

Moving forward

As you will all appreciate this situation has added difficulty with both [REDACTED] being away. This is something [REDACTED] would usually help us with, but we will be on our own for this one. After talking to both [REDACTED] today, we feel like this situation fits within the brief, budget and delegation of the CE recruitment committee, already agreed to by recommendation. **If anyone has major concerns with this approach, please make it known as soon as possible, ideally before 4pm tomorrow and I can call an emergency council meeting to solidify those responsibilities and delegations.**

If there are no protests, we will inform elected members of our primary option after tomorrow’s meeting and instruct our [REDACTED] to investigate this option and draft contracts. As with the appointment of [REDACTED] all appointments will have to be made by full Council approval, so you will get to see them before they are signed. My aim would be to have this item on the 23 April agenda.

Any questions or concerns I will have my phone on me all week, otherwise, [REDACTED] and the Recruitment committee are in the loop, if you would like to talk to them instead.

Cheers,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Wednesday, 10 April 2024 9:32 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Enjoy your new adventure you will be missed.

[REDACTED]

From: [REDACTED]
Sent: Friday, 5 April 2024 6:31 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Wednesday, 10 April 2024 11:00 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

[REDACTED] Cheers

[REDACTED]

From: [REDACTED]
Sent: Wednesday, April 10, 2024 9:32 AM
To: [REDACTED]
Subject: RE: BRINGING FORWARD MY RESIGNATION

Enjoy your new adventure you will be missed.

[REDACTED]

From: [REDACTED]
Sent: Friday, 5 April 2024 6:31 PM
To: [REDACTED]
Subject: BRINGING FORWARD MY RESIGNATION

Hi Everyone,

I would like to let you know that today I have brought forward my resignation from the Council. Due to personal priorities, I will now be finishing up on Friday 10 May.

Regards,

[Redacted]

From: [Redacted]
Sent: Saturday, 13 April 2024 3:20 PM
To: [Redacted]
Subject: Re: Weekly schedule - Week 15 (Important updates)

My understanding is the Terms of Reference for the appointment of the New CEO ended when the appointment was discussed and ratified in a full Council meeting.

From that point the full Council is the employer and any information that the appointment committee become aware of, setting KPI's and contract information needs to be discussed with the employer (All Councillors) Any interim CEO position needs to be discussed and ratified by full Council along with the reasons we are in this situation as stated by [Redacted]

Kind regards

[Redacted]

Get [Outlook for iOS](#)

From: [Redacted]
Sent: Monday, April 8, 2024 4:34:23 PM
To: [Redacted]
Subject: Weekly schedule - Week 15 (Important updates)

Hi all,

Quote of the week: "There cannot be a crisis next week. My schedule is already full." - Henry Kissinger

Weekly Schedule

MON	TUE	WED	THU	FRI
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]
			[Redacted]	[Redacted]

Updates

Quiet week for councillors this week, however, with the recent developments on Friday there will be a few busy members. We are also light on managers this week with [REDACTED]

I thought it best to give everyone an update on where we are at with the [REDACTED] conversation and there will be more of an update tomorrow afternoon. Thank you to [REDACTED] for ringing round everyone over the weekend, it was a good call to have everyone on the same page as many of us don't check our emails till Sunday night. And thank you to [REDACTED] for picking up the [REDACTED] again.

- [REDACTED] has touched base with [REDACTED] to check that he is ok and offered any support as we near the end of the contract.
- [REDACTED] emailed Staff on Friday, so they are aware of the new termination date.
- [REDACTED] is on leave today and most likely tomorrow.
- Comms have put together an "emergency" press release in case the news or email get leaked. So far, we have had no leaks, which is promising.
- [REDACTED] has called a meeting of the CE recruitment committee for tomorrow afternoon to go over options moving forward.
- At this point, the idea on the table is to have a joint CE arrangement for those 3 weeks. This is just the current idea; nothing has been progressed yet.
- I have called [REDACTED] and let [REDACTED] know.
- I have emailed [REDACTED] to ask if [REDACTED] has availability to help us with advice and drafting contracts. [REDACTED]

Moving forward

As you will all appreciate this situation has added difficulty with both [REDACTED] being away. This is something [REDACTED] would usually help us with, but we will be on our own for this one. After talking to both [REDACTED] today, we feel like this situation fits within the brief, budget and delegation of the CE recruitment committee, already agreed to by recommendation. **If anyone has major concerns with this approach, please make it known as soon as possible, ideally before 4pm tomorrow and I can call an emergency council meeting to solidify those responsibilities and delegations.**

If there are no protests, we will inform elected members of our primary option after tomorrow's meeting and instruct our [REDACTED] to investigate this option and draft contracts. As with the appointment of [REDACTED], all appointments will have to be made by full Council approval, so you will get to see them before they are signed. My aim would be to have this item on the 23 April agenda.

Any questions or concerns I will have my phone on me all week, otherwise, [REDACTED] and the Recruitment committee are in the loop, if you would like to talk to them instead.

Cheers,
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, 15 April 2024 11:23 AM
To: [REDACTED]
Subject: RE: Weekly schedule - Week 15 (Important updates)

Good morning [REDACTED]

You are correct with all your points below.

The reason for suggesting the recruitment committee was to ensure I had some guidance on next steps, rather than to be seen acting alone. The recruitment committee suggested that we slow down on the process, which has happened. I will provide an update tomorrow along with answering any questions about the situation. We can there collectively discuss a way forward from there.

Cheers,
[REDACTED]

From: [REDACTED]
Sent: Saturday, April 13, 2024 3:20 PM
To: [REDACTED]
Subject: Re: Weekly schedule - Week 15 (Important updates)

My understanding is the Terms of Reference for the appointment of the New CEO ended when the appointment was discussed and ratified in a full Council meeting.
From that point the full Council is the employer and any information that the appointment committee become aware of, setting KPI's and contract information needs to be discussed with the employer (All Councillors)
Any interim CEO position needs to be discussed and ratified by full Council along with the reasons we are in this situation as stated by [REDACTED]

Kind regards
[REDACTED]

Get [Outlook for iOS](#)

From: [REDACTED]
Sent: Monday, April 8, 2024 4:34:23 PM
To: [REDACTED]
Subject: Weekly schedule - Week 15 (Important updates)

Hi all,

Quote of the week: *"There cannot be a crisis next week. My schedule is already full."* - Henry Kissinger

appointments will have to be made by full Council approval, so you will get to see them before they are signed. My aim would be to have this item on the 23 April agenda.

Any questions or concerns I will have my phone on me all week, otherwise, [REDACTED] and the Recruitment committee are in the loop, if you would like to talk to them instead.

Cheers,

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Tuesday, 16 April 2024 8:36 AM
To: [REDACTED]
Subject: RE: Draft Media Release
Attachments: 2024 04 - Press Release Interim CEO steps down (002).docx

From: [REDACTED]
Sent: Monday, April 15, 2024 10:55 AM
To: [REDACTED]
Subject: Draft Media Release

Press Release – for immediate use

18 April 2024

Interim CEO confirms departure date

Gore District Council interim Chief Executive Stephen Parry has reconfirmed his departure from Council, which will now take place on Friday, 10 May.

Mr Parry resigned last year but agreed to remain at the helm in an interim role while a permanent successor was found.

The search ended in February after a vigorous recruitment process saw the appointment of Deborah Lascelles, who takes up the chief executive role on Monday 3 June.

Councillor Richard McPhail, who has been Intermediary between the Mayor and Chief Executive, said Mr Parry informed councillors and staff on 5 April of his intention to step down next month.

“We are fortunate to have had Steve in this caretaker role. It was a huge ask of him personally, which has enabled the Council to maintain business as usual during this period.

“There will be three weeks between Mr Parry leaving and Ms Lascelles’ arrival, which we as a Council are well-equipped to manage.”

Mayor Bell said the Council is fortunate to have a wealth of proficient staff.

“We have experienced General Managers on staff who are more than capable of stepping into the role, and a recommendation will be put up at next week’s Council meeting,” Mr Bell said.

ENDS

For further information please contact Gore District Councillor Richard McPhail 027 344 4460 rmcphail@goredc.govt.nz or Senior Communications Advisor Bonnie Mager phone 022 264 7272

[REDACTED]

From:

Sent:

[REDACTED]
Tuesday, 16 April 2024 8:41 AM

To:

Subject:

[REDACTED]
Email chain - IN CONFIDENCE

Attachments:

RE: Funding Crisis for Local Government - [REDACTED]

Just so you are aware when drafting media.

The letters have been sent.

[REDACTED]

From: [REDACTED]
Sent: Monday, 8 April 2024 9:35 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Funding Crisis for Local Government - [REDACTED]

Hi [REDACTED]

Thank you for your email. I don't think the expectation of the Council back in December would be that by the end of the first quarter of the following year, the suggested letter would still be in a working draft format. To me it highlights the fact that there is precious little communication between us.

You didn't want my advice at the start of [REDACTED] and you were vehemently opposed to my appointment as [REDACTED]. Despite this negative backdrop, I remained on board to steady the ship and put my own personal plans on hold. I have struggled to keep an organisation together while the Council appears blissfully unconcerned that staff are departing at an alarming rate, with more likely to come.

I wish to acknowledge the support of [REDACTED] who has been tremendous despite having a full agenda himself.

[REDACTED] was buoyed at the news I was departing the Council early. I take that as a ringing endorsement that I need to leave and seek a more positive environment.

I therefore respectfully decline your request that I reconsider my tenure. I will work out my notice through to 10 May and depart without fuss or fanfare.

Regards,

[REDACTED]

From: [REDACTED]
Sent: Monday, April 8, 2024 2:11 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Funding Crisis for Local Government - [REDACTED]

Dear [REDACTED]

Thank you for drafting up this most recent letter.

I am sorry to hear that I have upset you with rewriting and delay of the letters, this was never my intention.

As was mentioned recently, either at a workshop or Council meeting, while the letter had been drafted, my intention was to schedule a meeting with the [REDACTED] to talk about the several issues that have been raised and then send the letters to be top of mind. Due to the [REDACTED] busy schedule this has not happened yet, but I did mention the impending letters when I saw him at Zone 5/6.

I apologise if this was not clear, and I can understand if this may be frustrating if you were unaware.

It is saddening to hear that you would like to terminate your employment early due to this matter. If there is anything we can do to help you to reconsider, please let one of us know. I understand that [REDACTED] has also offered up some support on behalf of the Council but again, please let us know if we can do anything further.

Kind regards,
[REDACTED]

Get [Outlook for iOS](#)

From: [REDACTED]
Sent: Friday, April 5, 2024 3:18:30 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Funding Crisis for Local Government [REDACTED]

Your Worship,

Please find enclosed a draft letter to the [REDACTED] pertaining to the Council's request made at the last Council meeting that a letter be written outlining concerns about how the Council might meet its commitments in regard to upgrading waste water treatment processes to obtain a new resource consents. The draft letter is attached.

When [REDACTED] typed the letter [REDACTED] told me that it would be a waste of time as you would likely seek considerable amendments. That of course is your prerogative. Although that stated, I do not like wasting my time [REDACTED]

What did concern me is that [REDACTED] advised that the draft letter I did for you in January to the [REDACTED] covering our three waters capital works programme was never sent. According to [REDACTED], you wanted significant changes to reflect your own style. I am advised by [REDACTED] that you thought the revised letter would be a good learning opportunity for [REDACTED] to try and imitate your style—whatever that might be.

But the upshot is that it appears despite a December Council resolution, the requested letter to the [REDACTED] was never sent. The draft I did for you is attached for

Councillors to see. I think the Council and I deserve better. A Council resolution needs to be acted upon and neither the [REDACTED] have licence to depart from a requested course of action.

I do not wish to carry on under such untenable circumstances. I am therefore terminating my employment with effect from Friday 10 May 2024.

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Tuesday, 16 April 2024 11:39 AM
To: [REDACTED]
Subject: Re: Weekly schedule - Week 15 (Important updates)

Hello All,

Is this the kind of subject to be flicking emails about ? I understand our emails are supposedly secure BUT. I think all matters like this should be discussed face to face in committee or at least private conversation in chambers. Each email sent is a possible info leak.

Cheers,
[REDACTED]

Get [Outlook for iOS](#)

From: [REDACTED]
Sent: Monday, April 15, 2024 11:22:52 AM
To: [REDACTED]
Subject: RE: Weekly schedule - Week 15 (Important updates)

Good morning [REDACTED]

You are correct with all your points below.

The reason for suggesting the recruitment committee was to ensure I had some guidance on next steps, rather than to be seen acting alone. The recruitment committee suggested that we slow down on the process, which has happened. I will provide an update tomorrow along with answering any questions about the situation. We can there collectively discuss a way forward from there.

Cheers,
[REDACTED]

From: [REDACTED]
Sent: Saturday, April 13, 2024 3:20 PM
To: [REDACTED]
Subject: Re: Weekly schedule - Week 15 (Important updates)

My understanding is the Terms of Reference for the appointment of the New CEO ended when the appointment was discussed and ratified in a full Council meeting. From that point the full Council is the employer and any information that the appointment committee become aware of, setting KPI's and contract information needs to be discussed with the employer (All Councillors) Any interim CEO position needs to be discussed and ratified by full Council along with the reasons we are in this situation as stated by [REDACTED]

Kind regards
[REDACTED]

Get [Outlook for iOS](#)

From: [REDACTED]
Sent: Monday, April 8, 2024 4:34:23 PM
To: [REDACTED]
Subject: Weekly schedule - Week 15 (Important updates)

Hi all,

Quote of the week: "There cannot be a crisis next week. My schedule is already full." - Henry Kissinger

Weekly Schedule

MON	TUE	WED	THU	FRI
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
			[REDACTED]	[REDACTED]

Updates

Quiet week for councillors this week, however, with the recent developments on Friday there will be a few busy members. We are also light on managers this week with [REDACTED]

I thought it best to give everyone an update on where we are at with the [REDACTED] conversation and there will be more of an update tomorrow afternoon. Thank you to [REDACTED] for ringing round everyone over the weekend, it was a good call to have everyone on the same page as many of us don't check our emails till Sunday night. And thank you to [REDACTED] for picking up the [REDACTED] again.

- [REDACTED] has touched base with [REDACTED] to check that he is ok and offered any support as we near the end of the contract.
- [REDACTED] emailed Staff on Friday, so they are aware of the new termination date.
- [REDACTED] is on leave today and most likely tomorrow.
- Comms have put together an "emergency" press release in case the news or email get leaked. So far, we have had no leaks, which is promising.
- [REDACTED] has called a meeting of the CE recruitment committee for tomorrow afternoon to go over options moving forward.
- At this point, the idea on the table is to have a joint CE arrangement for those 3 weeks. This is just the current idea; nothing has been progressed yet.
- I have called [REDACTED] and let [REDACTED] know.

- I have emailed [REDACTED] to ask if [REDACTED] has availability to help us with advice and drafting contracts. [REDACTED]

Moving forward

As you will all appreciate this situation has added difficulty with both [REDACTED] being away. This is something [REDACTED] would usually help us with, but we will be on our own for this one. After talking to both [REDACTED] today, we feel like this situation fits within the brief, budget and delegation of the CE recruitment committee, already agreed to by recommendation. **If anyone has major concerns with this approach, please make it known as soon as possible, ideally before 4pm tomorrow and I can call an emergency council meeting to solidify those responsibilities and delegations.**

If there are no protests, we will inform elected members of our primary option after tomorrow's meeting and instruct our [REDACTED] to investigate this option and draft contracts. As with the appointment of [REDACTED] all appointments will have to be made by full Council approval, so you will get to see them before they are signed. My aim would be to have this item on the 23 April agenda.

Any questions or concerns I will have my phone on me all week, otherwise, Richard and the Recruitment committee are in the loop, if you would like to talk to them instead.

Cheers,
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Tuesday, 16 April 2024 4:27 PM
To: [REDACTED]
Subject: Re: [EXTERNAL] Re: Draft media release
Attachments: 0.jpg; 1.jpg

Defo!

Kia pai tō rā | Have a great day

[REDACTED]

On Tue, Apr 16, 2024 at 3:46 PM [REDACTED]
Awesome thank you! I told the [REDACTED] we'd have talking points for him tomorrow does that timeline work for you?

[REDACTED]

From: [REDACTED]
Sent: 16 April 2024 2:57 PM
To: [REDACTED]
Subject: [EXTERNAL] Re: Draft media release

CYBER SECURITY WARNING: This email is not from Gore District Council. DO NOT click links, open attachments, or follow instructions without validating your trust in the sender first. Report any suspicious emails. If unsure, please contact GDC IT.

[REDACTED] confirms departure date

Press Release – for immediate use

18 April 2024

Interim CEO confirms departure date

Gore District Council interim Chief Executive Stephen Parry has reconfirmed his departure from Council, which will now take place on Friday, 10 May.

Mr Parry resigned last year but agreed to remain at the helm in an interim role while a permanent successor was found.

The search ended in February after a vigorous recruitment process saw the appointment of Deborah Lascelles, who takes up the chief executive role on Monday 3 June.

Councillor Richard McPhail, who has been Intermediary between the Mayor and Chief Executive, said Mr Parry informed councillors and staff on 5 April of his intention to step down next month.

“We are fortunate to have had Steve in this caretaker role. It was a huge ask of him personally, which has enabled the Council to maintain business as usual during this period.

“There will be three weeks between Mr Parry leaving and Ms Lascelles’ arrival, which we as a Council are well-equipped to manage.”

Mayor Bell said the Council is fortunate to have a wealth of proficient staff.

“We have experienced General Managers on staff who are more than capable of stepping into the role, and a recommendation will be put up at next week’s Council meeting,” Mr Bell said.

ENDS

For further information please contact Gore District Councillor Richard McPhail 027 344 4460 rmcphail@goredc.govt.nz or Senior Communications Advisor Bonnie Mager phone 022 264 7272

[REDACTED]

From: [REDACTED]
Sent: Wednesday, 17 April 2024 11:23 AM
To: [REDACTED]
Subject: Media release Draft
Attachments: Media Release Draft 16 APRIL.docx

Good morning all,

Thank you for sticking around last night, I appreciate the free and frank conversation we had.

As a follow on from that conversation, the [REDACTED] has since accepted my request for a meeting, which will be a great opportunity to discuss the letters provided. If you have anything you would like me to discuss with [REDACTED] please let me know and I can factor this in. My priorities at this stage are, 3 waters (Primarily discharge to land and stormwater separation), LG funding and LG boarders.

Attached is the press release for tomorrow when the agenda comes out. Please take a look at let me know if you would like any changes.

Cheers,
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Wednesday, 17 April 2024 11:45 AM
To: [REDACTED]
Subject: Media release
Attachments: Media Release Draft 16 APRIL.docx

Hi [REDACTED]

Hope you are well after last weeks trip.

Attached is a press release to go out tomorrow when our agenda hits. Nothing to worry about, just a heads up.

Cheers,
[REDACTED]

[REDACTED]

From:

Sent:

[REDACTED]
Wednesday, 17 April 2024 4:44 PM

To:

Subject:

[REDACTED]
Re: [EXTERNAL] Re: Draft media release

Am waiting for [REDACTED] to come back so I can have him look at my Moste Excellente talking points but it's almost knock-off so you'll have them first thing e hoa.

[REDACTED]

Kia pai tō rā | Have a great day

[REDACTED]

On Tue, Apr 16, 2024 at 4:27 PM [REDACTED]

Defo!

Kia pai tō rā | Have a great day

[REDACTED]

On Tue, Apr 16, 2024 at 3:46 PM [REDACTED]

Awesome thank you! I told the [REDACTED] we'd have talking points for him tomorrow does that timeline work for you?

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Wednesday, 17 April 2024 4:48 PM
To: [REDACTED]
Subject: Re: [EXTERNAL] Re: Draft media release

Legend. Chur.

From: [REDACTED]
Sent: 17 April 2024 4:44 PM
To: [REDACTED]
Subject: Re: [EXTERNAL] Re: Draft media release

CYBER SECURITY WARNING: This email is not from Gore District Council. DO NOT click links, open attachments, or follow instructions without validating your trust in the sender first. Report any suspicious emails. If unsure, please contact GDC IT.

Am waiting for [REDACTED] to come back so I can have him look at my Moste Excellente talking points but it's almost knock-off so you'll have them first thing e hoa.

[REDACTED]

Kia pai tō rā | Have a great day

[REDACTED]

On Tue, Apr 16, 2024 at 4:27 PM [REDACTED]
Defo!

Kia pai tō rā | Have a great day
[REDACTED]

On Tue, Apr 16, 2024 at 3:46 PM [REDACTED]
Awesome thank you! I told the [REDACTED] we'd have talking points for him tomorrow does that timeline work for you?

[REDACTED]

From: [REDACTED]
Sent: Thursday, 18 April 2024 7:28 PM
To: [REDACTED]
Subject: Fwd: Resignation acceptance letter - IN CONFIDENCE
Attachments: Resignation acceptance letter 18.04.24.pdf

Can you please save into [REDACTED] file

Get [Outlook for iOS](#)

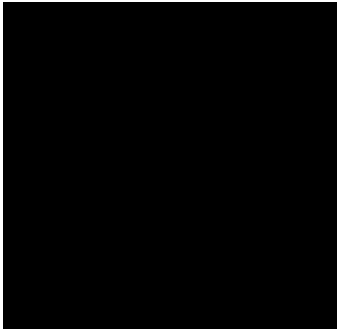
From: [REDACTED]
Sent: Thursday, April 18, 2024 6:29 AM
To: [REDACTED]
Subject: Resignation acceptance letter - IN CONFIDENCE

Hi [REDACTED]

Please find the letter attached for [REDACTED] file.

Cheers,
[REDACTED]

18 April 2024



29 Bowler Avenue, Gore 9710
PO Box 8, Gore 9740

Phone 03 209 0330
Email info@goredc.govt.nz
www.goredc.govt.nz

Resignation acceptance letter

With relation to your resignation email dated 5 April 2024 and confirmed in a follow up email dated 8 April 2024, sent to all [REDACTED] I wish to inform you that your resignation has been accepted.

As per your [REDACTED]

We wish you all the best for your future and thank you for your service as [REDACTED]

Yours sincerely

