

November 6, 2001

Steve LeGendre,

I have seen many changes in the last four or five months and have seen many case managers come and go, both before and during the CODAC transition. Through the stress and confusion, I have been willing and able to provide a mentoring influence (but not leadership, for which I didn't feel particularly suited or experienced) for the inexperienced case managers surrounding me, because I cared about what happened at this clinic. The resulting chaos has managed to calm down and settle to the point where I feel confident that the STARS West site can continue without my experience and help.

It was not an easy decision, the one prompting me to write this letter. I have a lot of emotional investment in this clinic and the clients. However, finances have led me to look outside of CODAC for the additional money needed to take care of my expanding family. Consequently, please consider this letter to be my official two weeks' notice of termination of my employment with CODAC. I anticipate that my last day of work will be November 20th, 2001.

I would like to thank you, Steve, for your honesty and willingness to listen, not to mention your caring what happens to the clinic and the case managers. I leave a group of peers who are impressive in their willingness to work under extraordinary pressure and under a sometimes apparent lack of support. Considering the many difficult situational factors working against you, Steve, you have done an impressive job in getting them the training and guidance they need. It has been a pleasure to work with you.

Thank you,

A handwritten signature in black ink, appearing to read 'Matthew Rutherford', with a long horizontal flourish extending to the right.

Matthew Rutherford