

August 19, 2025

Dear Chairman Brown and the SAL Board of Directors,

It is with a heavy heart that I submit my resignation, effective immediately, from my role as Executive Director of the San Mateo County Sheriff's Activities League (SAL).

As a former SAL youth, and as a woman who grew up in North Fair Oaks, it was my dream to return to and serve the organization that gave me so much as I grew up. Sadly, that dream has turned into an experience I would not wish upon any employee.

The recent Board meeting of August 14, 2025, epitomized the troubling culture of divisiveness and political paranoia that has come to define the SAL organization. The lack of professionalism was so pronounced that several Board members reached out to me afterward to acknowledge the inappropriate behavior of their fellow Board members. While I am grateful for their candor, the reality remains that the Board operates more as a ceremonial body without governance in mind - its agenda and decisions dominated by a single member.

This dynamic explains why SAL has endured a revolving door of executive directors. Skilled professionals will not remain in an environment where disrespect and unilateral control are tolerated.

The situation is further compounded by the absence of meaningful support from the Sheriff's Administration, whose close ties to the controlling board member eliminates any possibility of objective leadership guidance. Initiatives I proposed to bring structure, communication, and opportunities to youth such as launching a weekly report to the Board or partnering with a boxing gym to provide a free program were dismissed, only to be replaced with costlier and less effective alternatives.

As Executive Director, I have been denied the basic access to leadership necessary to perform my role. My requests for regular meetings with the Sheriff were declined, and I was instead delegated to the Undersheriff, who demonstrated little understanding of nonprofit management yet felt comfortable critiquing my personal attire. This lack of access extended to you as well, as it was always a challenge to meet in a timely manner. My intent was simply to understand the Board's vision and expectations. It is impossible to lead effectively when the Executive Director is kept at arm's length from both the Board and Administration.

To make matters worse, the by-laws of SAL explicitly grant the Executive Director the authority to hire staff. Despite this, I was explicitly instructed by the Undersheriff that I could not exercise this right. This directive not only violated the governing by-laws of the organization, but also materially interfered with my ability to execute the responsibilities of my position. Such overreach demonstrates a disregard for both the organizational framework and the principles of sound governance. It also raises significant concerns about liability, as actions that directly contravene the by-laws place the organization at risk of both legal and ethical scrutiny.