

Distributed by T. Wessell  
Reg. Session 01/16/2024

**From:** Ty Wessell <twessell@leelanau.gov>  
**Sent:** Friday, January 12, 2024 12:58 PM  
**To:** Deborah Allen <dallen@leelanau.gov>  
**Subject:** Fwd: Climate Survey

Sent from my iPhone

Begin forwarded message:

**From:** John Scholten <jscholtenmli@gmail.com>  
**Date:** January 12, 2024 at 12:46:11 PM EST  
**To:** Ty Wessell <twessell@leelanau.gov>  
**Subject:** Re: Climate Survey

Mr Wessell (Ty),

Thank you for our recent phone conversation and the kind words in your email.

My personal and professional integrity have and will always be extremely important to me. It deeply concerns me and frankly irritates me that some are attempting to attack my integrity through my work.

I believe I met the expectations laid out for me in the culture/climate study and followed exactly what was proposed to you and supported by your fellow commissioners.

The methodology used was carefully designed to not even remotely lead employees in their response(s). That was reiterated to each and every employee I met with. We were looking for response(s) that helped discern what from employee perceptions was working well and what was not working so well in their respective work environment. I also, by design, totally assured each and everyone of them that I would protect their personal response anonymity. This approach was made clear to all of you at the proposal level and followed through the work.

Theme (topic responses in bold print) responses were created by the number of employee responses on that topic and were placed in the order of greatest response on each corresponding page/section of the report. Normal font wording was verbatim from your employees and shared to help you all understand the topics/themes better.

Since it was agreed upon at the onset of the work that employee response anonymity would be totally protected and such was reiterated upon meeting with each employee, I will not be sharing any of my notes or data from the study.

I wish the Commissioners and Employees only the best with their culture/climate work moving forward.

Sincerely,

John Scholten, Ed.D  
Michigan Leadership Institute  
Regional President - Northern Michigan  
E-mail: [jscholtenmli@gmail.com](mailto:jscholtenmli@gmail.com)