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May 14, 2024

Balanced Veterans Board of Directors

It is with an overwhelmingly heavy heart that I must submit my resignation from Balanced Veterans Network, effective May 15, 2024. After years of dedicated service to this organization, I find myself unable to continue serving in good conscience due to my profound lack of trust and respect for the current CEO & Board President, Victor Bohm.

During my tenure, I have witnessed and received reports of troubling instances of substance abuse involving Victor. This behavior not only compromises his own well-being but also jeopardizes the reputation and integrity of our organization. Additionally, and perhaps most importantly, it diminishes the value of our mission and the BVN voice of wellness and recovery to have a CEO exhibiting such behavior.

Furthermore, within the span of just 10 days, Victor incurred four traffic citations while operating my personal vehicle, failing to promptly address or provide evidence of payment for any of them. To compound matters, two of these citations were issued under my husband's name (one a parking citation, and another captured by traffic camera for excessive speeds of 21-25+). These violations not only imperil my husband's professional standing but also threaten to adversely impact his security clearance for the PRP program, call into question his judgement during a well-earned promotion review, and escalate our insurance premiums. It is unacceptable that Victor's negligence and disrespectful conduct has placed such burdens on my family.

In addition to these personal grievances, I have observed Victor unilaterally implementing sweeping changes to procedure, departmental structure, staff & volunteer roles, and strategy without prior consultation with the BVN team, a practice that simply doesn't bode well for our organizational health and success. This lack of transparency has left me and my team uninformed and disenfranchised, reflecting a profound deficiency in leadership, integrity, and vision.

Victor's expressed desire to "erase the memory" of prior leadership and our founders from Balanced Veterans Network's history is deeply troubling. Such disregard for the contributions and vision of those who laid the foundation for this organization is disrespectful and shortsighted. In fact, I feel that the handling of Jen & Caleb's departures was not in the spirit of BVN, and did not exhibit kindness, understanding, respectful communication, or empathy. While these decisions were made in the best interest of the organization's well being, I believe they could have and SHOULD have been handled with more kindness and respect than they have been.

I refuse to be complicit in enabling further disregard for the well-being of others and their property. My commitment to serving veterans remains unwavering, but I can no longer do so within the confines of an organization overseen by such flagrant disrespect, untrustworthiness, and irresponsibility.

The culture that has been brought to BVN is not one that I wish to be a part of. For all of our flaws and difficulties in the past, we've been able to work through problems, communicate respectfully, lean on our team, and be very honest with ourselves about where we are and where we are headed. I feel all of those characteristics have been erased in the name of efficiency, fundraising, and I'm not really sure what else. The vision of BVN has blurred and our Mission feels stagnant. My hope is that someone with more talent, expertise, and capability will be able to fill my position and drive BVN operations forward once the CEO has determined the structure and strategy.

I appreciate the opportunity I have had to contribute to the noble mission of this organization over the past three years. However, it is with a heavy heart that I must bid farewell, seeking a workplace where my values of integrity, accountability, and respect are upheld and honored.

Thank you for your understanding and consideration.

Sincerely yours,

