

Dave McKay to Chriz

4/17/14

Thanks. A negative feedback loop never ends well.

**From:** [Chriz North](#)  
**Sent:** Thursday, April 17, 2014 12:35 PM  
**To:** [Dave McKay](#)  
**Subject:** Re: Unhappy in Seth-i-stan

...  
Dave,

I am fine with that. I'd be happy never talking to Seth again in my life. That man is a ball of unresolved emotional issues, and I'd rather not be in the crosshairs ever again.

I can hold for now about the bullying behaviour, but I promise he was on a grey line of extortion with me last night. It worries me how justified he feels in doing it. I feel like every conversation we've had was manipulative and when it failed, he went past his usual bullying and straight for intimidation. I don't know how to mitigate that kind of behaviour.

Thank you for taking on such a shitty job. I wish you the best. The next time I see him spewing toxic language on a group, I will call him out on it hard. Beyond that, I will stay out of the way.

Chriz

On Thu, Apr 17, 2014 at 11:47 AM, Dave McKay <[dave@polytiersoftware.com](mailto:dave@polytiersoftware.com)> wrote:

I wish you had referred him to me instead of engaging him directly. Seth is very difficult to work with if he feels he is not getting his way, being respected or listened to. You and Franklin have so much emotion in this that you can't hear the content of what he is saying. I observed that last night. That is why I asked you to repeat his position. You failed to. At that point I had to separate you guys as your communication was getting nowhere.

I need to sit down with Seth for a long time and work through everything and come up with the core issues. Remove all of the emotion and posturing, try to eliminate any pedantic stuff and find out what is really motivating this behaviour. Then I need to get that to you guys and present it in a way that provokes thought and improvements to our processes and knowledge, not try to make people quit or destroy the community.

Can you and Franklin agree to avoid any engagements with Seth until I have done this? Any communication with you guys and Seth is just going to make what I have to do harder.

Thanks,  
Dave

**From:** [Chriz North](#)  
**Sent:** Thursday, April 17, 2014 12:59 AM  
**To:** [Dave McKay](#)  
**Subject:** Unhappy in Seth-i-stan

Dave,

I just finished a conversation with Seth where he told me

1. As a leader with Site3, his voice should count as 50, and he demands it be treated that way.

2. That Mike and I better vote how he wants, immediately

3. That is Franklin doesn't do what he wants before the next election he will "run him", and that he didn't care about the collateral damage to the community.

I replied to his threats by saying "fuck" about a dozen times in frustration normally reserved only for immediate family, and yelled at him "of you don't like it then go away".

Seriously, his subtext seemed really "I win, or I will take whoever I can down with me"

I am really really tired of this shit. My first reaction is to publish his threats and my feelings loud and clear to the community, but some sanctimonious asshole keeps on taking about stopping the toxic communications.

I would like a response, OmBuddy. I would love a solution. I'm in this for my community, not to take marching orders in the dictatorship of Seth-i-stan. Good luck. In the meantime, I don't want to talk with him really ever again. It's there any kind way to tell him to fuck off and go elsewhere?

Sincerely,

North

Sent from the computer I keep in my pocket.

On Apr 12, 2014 3:28 PM, "Dave McKay" <[dave@polytiersoftware.com](mailto:dave@polytiersoftware.com)> wrote:

OK, Wednesday April 16th at 8pm is the meeting. It will be at the ground floor of Penguin House, 131 Hilton Ave, right by St Clair West subway station. Call [647-504-7873](tel:647-504-7873) if you need directions from the subway.

See you then,

Dave