

2019 December 27

Dear Medora,

Thanks for the Christmas card from the office, I'm sure people love receiving it. It makes me wonder:

- maybe a person was never taught modesty and the importance of being covered up,
- knows the full importance of following all the virtues and protecting the integrity of North Dakota Right to Life,
- is giving a good example to young women of what is appropriate dress for successful people,
- that fathers receiving this card may not be assisted in teaching their daughters the importance of purity,
- that other organizations, such as Family Alliance, might not see that we promote all strong moral values,
- understanding why maybe women on the executive committee, or even Laura, do not wear low cut outfits,
- has never checked out "modest clothing" on the Web,
- maybe one is not aware of the sections in the *Catechism of the Catholic Church* which state: *Modesty...protects the mystery of persons...means refusing to unveil what should remain hidden (#2521), inspires one's choice of clothing (#2522), resist[s] the allurements of fashions and the pressures of prevailing ideologies (#2523), and protects the intimate center of the person (#2533).*
- would be open in the future to considering sending a draft of the picture to go out over for approval.

In hope,

Gary A.

January 5, 2020

Gary,

Medora sent me a copy of the letter that you sent her when you returned her Christmas Card. I was totally amazed that you would send such a letter. I then contacted Virginia (along with a few other people) to see what her/their opinion was. None of us see anything inappropriate with her outfit.

What we do see is how your letter is totally inappropriate. It was uncalled for and is bordering on harassment. Do you really believe it is your job to criticize, intimidate and belittle her - as this is not the first time you have done so. Medora has done an awesome job of representing our organization in an outstanding and upright manner. She understands her role and is not someone who is trying to push boundaries with her appearance as you portrayed in your letter. We do believe you owe Medora an apology for overstepping your position with this intimidation.

We also believe that before you send another letter like this, you need to send a draft of your letter to the Executive Committee for approval. We, NDRL, do not need to start looking for another director because of this and we, NDRL, do not need a sexual harassment suit filed against us with another letter like the one you just sent.

Ellen Humble  
Virginia Volajak

2020 January 09 Thursday

Dear Ellen and Ginny,

Thank you for your letter, I appreciate hearing from you.

"your job to criticize, intimidate and belittle her" Have you read the two previous letters I sent her in the last 6 months or so? They were both very laudatory and Medora thanked me for them. I'm not sure of the date of one of those but I believe the second one was after the association meeting. If she still has them, I'm sure she would share them with you, if you asked.

Also, you could look at my yearly evaluations (enclosed) of Medora from '17, '18, and '19, I think you'll find that I was very "glowing" in my assessment of Medora, not in the sense of flattery, but she deserved every bit of it. The present letter I wrote in a questioning tone, not accusatory, trying to bring some clarity to the situation on the Christmas card. I don't see, perhaps you could show me, how I portrayed "trying to push boundaries".

Is cleavage something that is now acceptable these days? Have the Ten Commandments changed-the ones which address, among other things, dress (9<sup>th</sup> Commandment-Catholic Version)? I am primarily concerned about many of our NDRL members and their concern for purity-the integrity of North Dakota Right to Life.

I didn't bring the situation to the executive committee for concern that it would be embarrassing or belittling to Medora, which I definitely wanted to avoid.

I have been very grateful for the presence of Medora. She is quite skilled, very approachable, and works very hard. She believes wholeheartedly in the mission of NDRL and does whatever she can to advance it. That's why I find it so rewarding to work with her.

I think it's important how we approach this problem so as to preserve relationships, something I read recently sounded very reasonable, perhaps we could consider it:

### Three levels to approach a problem:

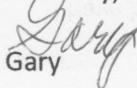
1. Win/Lose
2. Compromise-end up with both parties equally dissatisfied
3. Win/Win-Synergy It's a pooling of their wishes. Then "they're not on opposite sides of the problem. They're together on one side, looking at the problem, understanding the needs, and working to create a third alternative that will meet them." *The 7 Habits of Highly Effective People*, p 273.

If we "Trust in the lord with all [our] your heart, and lean not on [our] your own understanding. In all ways acknowledge Him, and He will direct [our] your paths."

Proverbs 3: 5-6

Once again, thanks for your letter.

Sincerely,

  
Gary

Cc: Medora Nagle, Executive Director, NDRL

January 13, 2020

Gary,

I am aware of the evaluations you have given Medora, so this letter to her from you does not make any sense. You say that you wrote this in a questioning tone, not an accusatory. Medora did not take it that way and neither did Virginia or I.

There is no way you can interpret the letter you sent except accusing and intimidation. When I read this letter, you are saying that strictly by her picture:

1. She might not have been taught modesty and the importance of being covered up? (Her mom wasn't impressed.)
2. That she might not be following the virtues or protecting the integrity of NDRL. (What??)
3. That she is not giving a good example to young women??
4. That this picture is not going to allow fathers to teach their daughter the importance of purity??
5. That this picture will show other organizations that we aren't promoting strong moral values!!
6. That she dresses immorally compared to Laura or executive committee members!! (Is that where your attention is?)
7. That she has never checked out modest clothing on the internet? (Who has? I haven't. Are you saying you have?)
8. Teaching of Catholic Catechism!! (As a reminder, we are not a Catholic org.)

If you thought you were doing this in a questioning tone, you sure wouldn't have taken the time to make it fit on the back of the card and send the picture back to her. Add insult to insult.

When I mentioned pushing the boundaries, I was referring to the boundaries of sexual harassment. My husband asked: "What is he doing – staring at everyone's boobs?" And what can Medora be thinking except that? NDRL does not need to find a new director due to sexual harassment.

I do not know what outfit she had on the first time you criticized it, but there is nothing wrong with Medora's top on this picture. It is not going to affect the integrity of NDRL. And you lost me when referring to the 9<sup>th</sup> commandment: "Thou shalt not bear false witness against thy neighbor." (I have no idea what the CC is teaching, and I don't care.)

How much simpler it would have been if you had talked to the executive committee to see if they agree that Medora's picture on NDRL's Christmas Card is going to ruin the integrity of NDRL and, IF they agree, then ask a female member of the committee to talk to her. It removes the insults that were made and the sexual harassment aspect.

As long as Medora receives a sincere apology, we will not have to spend any more time on this. If there is no apology or, if the issue comes up in the future, then we will work on problem solving.

Sincerely,

Ellen

2020 January 15 Wednesday

Hi Ellen,

Thanks for taking the time to go through the notes I wrote on the card. This isn't to respond to all of them, but just a couple.

1. I did not return the card as a rebuke and there was nothing to be gained by insult-I truly wondered. I put the notes on the card so it would stay with the original card when it was sent to her so that she could give her thoughts on the questions I had when we talked.

2. You are correct in saying we are not a Catholic organization; however, can't we take wisdom from a number of Christian religions whether they be Evangelical, main-line Protestant or Catholic?

You probably know this well, but maybe missed it in the letter I sent, that the numbering of the commandments was the Catholic version. As you probably well know, Protestants divide the Catholic number One into two, One-being No Strange Gods, and Two-being No Graven Images. Then at the end of the commandments, they combine the Catholic version of number Nine-Don't Covet Thy Neighbor's Wife, and of number Ten-Don't Covet Thy Neighbor's Goods into number Ten.

So, in number Nine (Catholic version), it addresses modesty of dress. It has an in-depth analysis of what modesty is and protects: *Modesty...protects the mystery of persons...means refusing to unveil what should remain hidden (#2521), inspires one's choice of clothing (#2522), resist[s] the allurements of fashions and the pressures of prevailing ideologies (#2523), and protects the intimate center of the person (#2533).*

Thanks again for studying the issue.

Sincerely,  
Gary

PS: "checked out modest clothing on the internet?" I did check out "modest clothing" on the internet because if I was truly concerned that the dress on the Christmas card was immodest by showing cleavage, then I should also suggest some alternatives. There were sites offering attractive clothing from normal sizes up through plus sizes and the prices seemed reasonable. Nuff said.

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**From:** [REDACTED]  
**Sent:** Friday, January 17, 2020 8:13 AM  
**To:** Gary and Pat Artz [REDACTED]  
**Subject:** Re[2]: NDRL Rally & NDRL Christmas Card

Gary,

I'm not sure what you meant when you added "Nuff said" at the end of your letter, but as of yesterday, Medora had not received an apology. She said she received a note regarding your Sunday church readings.

You tried to explain what you meant in your letter to her, but that is not what you wrote. There will not be "Nuff said", until she receives an apology.

Ellen

On Fri, Jan 17, 2020 at 09:49 AM, Gary and Pat Artz [REDACTED] wrote:  
Hi Ellen,

Thanks again for your response.

"Nuff said" was an agreement with the phrase in your previous communication which said: "we will not have to spend any more time on this." I interpreted your phrase as leaving it up to Medora and I, not others, to work and resolve the situation.

My calls were not answered last week, and rather than try to call this week, I just left her alone. I'm sure it's been a lot to process.

How do you suggest I contact her?

Sincerely,  
Gary

----- Original Message -----

**From:** [REDACTED]  
**To:** Gary and Pat Artz [REDACTED]  
**CC:** Virginia Dolajak [REDACTED] Medora Nagle [REDACTED]  
**Sent:** Sat, Jan 18, 2020, 11:30 AM  
**Subject:** Re[4]: NDRL Rally & NDRL Christmas Card

Gary,

Why should Medora take a phone call from you? Is she going to get another lesson on Catholicism, on going to confession, on her marriage, on her dress or that she is not representing the moral values of NDRL? At this point, I don't believe she should talk to you without being on speaker phone with someone else in the room with her.

You ARE NOT her moral counselor! You are a president of an organization that is controlled by an Executive Committee and a Board of Directors. If you have issues with or about Medora, take them to the Committee first and then if needed, we take them to the Board.

My suggestion to contact her would be sending a letter by mail or by email with a sincere apology. If you cannot send an apology - after previous requests - for your actions and admit that you have way overstepped your position than you need to consider resigning.

Ellen