

AFFIDAVIT

FROM: Emily Ray, 7297 Aubrey Drive, Riverdale, GA 30296
RE: NAHA (National Association for Holistic Aromatherapy)
DATE: January 26, 2004

My name is Emily Ray. I am a current member of NAHA and volunteered for the organization in 2003. This affidavit will detail my experience as Editor of the Aromatherapy Journal published by NAHA.

I approached President Jade Shutes in the spring of 2003 and expressed my interest in working to improve the content and clarity of the Aromatherapy Journal, as I found it rather unprofessional and unappealing after purchasing a copy. I was quickly informed by secretary Teshan Laucerica that my help would be welcomed, but that I needed to join NAHA in order to become a volunteer for the organization. After paying my membership dues, I began working on the journal as Editor.

Jade Shutes and I had three telephone conversations to discuss my involvement with the journal. It was during our first telephone discussion that I asked Ms. Shutes to send me the budget outline for the journal, as well as information for our contact at EBSCO Publishing. She informed me that the budget didn't concern me and that she would be dealing exclusively with EBSCO, as she had already developed a relationship with our contact. I chose not to argue at this point, simply stating that I thought it would cut down costs (postage, telephone, etc.) for NAHA. She replied, "At this point, I could care less about NAHA and saving it money". I also requested information about how relationships (financial and otherwise) with advertisers worked. The response I received from Ms. Shutes was that no system had been established to keep track of advertisers, and that since she "pretty much [knew] everybody", I didn't need to concern myself with or speak with any advertisers.

Please note: I later discovered from our EBSCO contact Dan Boutchie, that his attempts to contact the NAHA Offices were unsuccessful. (Please see Supporting Document #1.)

During a second teleconference, I offered to take over layout of the publication until another person offered to help with it. This offer came after Ms. Shutes informed me that her own business had been suffering and that restoring it was her priority. (Supporting Document #5.) She agreed to let me take over this role and weeks later, sent me all hardware and software necessary to complete the job. It was during this second teleconference when Ms. Shutes gave me a list of people who should never be contacted to contribute to the journal, including well-known and respected aromatherapist Martin Watt and Alan Hirsch, M.D., director of the Smell and Taste Treatment and Research Foundation.

As I continued my volunteer work, I attempted to contact Ms. Shutes several times via email with questions I had. A few were responded to by the NAHA secretary, but the majority went unanswered. Because this lack of communication hampered my ability to act as a knowledgeable representative of NAHA when dealing with other organizations, I requested that instead of having our next telephone conference privately, we invite the Board Members (at the time, Suzanne Catty and Mynou de Mey) to participate. A conference with these two women did take place, on July 7, 2003. Ms. Shutes refused to participate. (Supporting Document #6.)

It was during this July 7th meeting that I was asked to send my layout work to all three Board Members for review and discussion. I also requested and was granted permission to contact various news and health outlets, so that we could provide the most up-to-the-minute aromatherapy research and information to our readers.

I continued my work on the journal layout, and sent copies to Jade Shutes, Mynou de Mey and Suzanne Catty for review. The response I received from Mynou and Suzanne was very positive. However, the response I received from the President was very different. In her response, Ms. Shutes asserted that my “attempt” at the layout was appreciated but that she didn’t want any one person to be doing all the work. One should note, however, that the layout design role was given to Tamarie Dean, who had already taken on the role of website administrator for NAHA. Ms. Shutes admitted in this email that she would not let the layout responsibilities leave the NAHA office. She also stated that I could spend my time soliciting funds so that a professional graphic designer could be used. (Supporting Document #7). Because of my growing concern about her reluctance to divulge financial information to me, I chose not to solicit funds. Then, again without consulting the Board, she sent another letter (Supporting Document #8) and detailed how my relationship with NAHA would work. This outline was, of course, what I’d wanted to discuss in the July 7th Board meeting that she chose not attend.

In this second letter, Ms. Shutes stated that “Tamarie [Dean] has been offering to do the journal layout for months”. To me, this is an indication that NAHA has not been run in a professional fashion, because if it were, the President would be aware of each volunteer’s abilities and willingness to commit to various projects. Additionally, Ms. Shutes wasted valuable membership funds by sending me all the hardware and software required for the layout job, when she could have simply saved the money if Tamarie was to take over.

Disappointed that my hours of work had been so disregarded, I responded to Ms. Shutes’ letters. (Supporting Document #10). She responded by sending a letter to her Board of Directors, stating that I could be kept only to edit material, claiming that it was unacceptable for me to address the Executive Board as a whole. (Supporting Document #11). She then sent three emails to me and the Executive Board members in the course of less than 24 hours. Her first email (Supporting Document #12) stated that she had changed her mind about my volunteer role. Instead of maintaining my role as editor, I was dismissed from my duties because I was unwilling to have a conversation with her. (Of course, her statement is completely incongruous with my numerous attempts to reach her via email and board meeting.) She then immediately sent another email (Supporting Document #12) stating that she had the Executive Authority necessary to dismiss me. A third email came shortly thereafter (Document #13), in which Ms. Shutes resigned from her position at NAHA. In it, she stated that she couldn’t believe the support I had gotten from other members of the Board. She also blatantly lied to members of her Board by stating, “Perhaps you two are confused and think this new journal that just came out had anything to do with Emily because it didn’t”. However, upon observation of the journal to which she refers, my name and biographical sketch appears in the front-of-book section. I was also involved with proofreading the issue.

The following Monday, July 28, 2003, Ms. Shutes sent a letter to Mynou de Mey, Suzanne Catty and a freelance writer and influential member of the aromatherapy community, Donna Maria Coles Johnson. The letter sent (Supporting Document #14) was in all capital letters stating that I would in no way be involved with the journal and that if (Ms. Shutes) needed to seek legal counsel and withdraw her resignation to see to it, she

would. She then called one of her Vice Presidents' "appalling". This release of private information about my dismissal to an independent party, who was in no way involved with the situation was not only unprofessional but it also concerned several members of the aromatherapy community about the lack of professionalism Jade Shutes brings to other situations she may encounter while serving as NAHA President.

I have not corresponded with Jade Shutes since being dismissed from my volunteer position.

Additionally, it has recently come to my attention that Seza Eccles, Editor of Aromatherapy Quarterly (a competing publication of NAHA's journal), requested that Ms. Shutes cease to copy the layout design for her publication. Upon side-by-side review of NAHA's Aromatherapy Journal and Aromatherapy Quarterly, one would assume that the layout for both covers had been designed by the same person. However, this is not the case. I was completely unaware of the fact that Ms. Eccles had approached the NAHA President regarding this matter until I began working with the NAHA Exposed effort. I believe this is a violation of Ms. Eccles' trade dress rights, and am gravely concerned that Ms. Shutes and other Executive Board members did not bring this matter to my attention when I began my work as Editor. This behavior continues to illustrate the unacceptable lack of professionalism and illegal actions surrounding the NAHA Administration.

I thank you for your time and attention to my concerns.

Respectfully Submitted,

Emily E. Ray

State of Georgia)
) ss.
County of _____)

Subscribed and sworn to me this _____ day of February, 2004 by Emily Ray.

Notary Public

My commission expires: