

August 20, 2026

Village Council
Village of Lake Orion
Lake Orion, Michigan

Re: Resignation – Clerk/Treasurer

Dear Village Council Members:

Please accept this letter as my formal resignation from my position as Clerk/Treasurer for the Village of Lake Orion, effective September 19, 2026.

This decision has not been made lightly. I have greatly valued my time with the Village and am appreciative of the opportunity to serve the community in the capacity of Clerk/Treasurer. I am also very grateful for the relationships I have developed with the Village staff. The working relationships among staff have been one of the most positive aspects of my experience, and I have tremendous respect for the employees I have had the opportunity to work alongside.

However, after considerable thought, I have determined that the demands of the position are no longer sustainable for me. The consistently long work hours and exceptionally heavy workload have made it increasingly difficult to maintain a reasonable and sustainable work-life balance. The responsibilities associated with the Clerk/Treasurer position have continued to expand, while the volume and complexity of the work have placed significant demands on my time and resources.

Additionally, I have found the level of micromanagement and involvement by members of Council in the day-to-day administrative operations to be increasingly difficult. The ability for staff to effectively perform their assigned responsibilities requires appropriate authority, trust, and professional working relationships. The ongoing involvement in operational matters has made it more challenging to effectively carry out my responsibilities and has contributed to my decision to leave.

Another significant factor in my decision was an incident in which I was verbally attacked by the DDA Director. I found the manner in which I was addressed to be inappropriate and unacceptable in a professional workplace. While I understand that disagreements and difficult conversations can occur in municipal government, I believe that employees should be treated with professionalism and respect, regardless of differences in opinion or responsibilities. This incident was particularly concerning to me and contributed to my decision that it is time to move on.

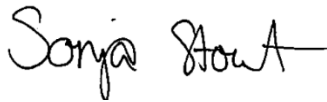
I am proud of the work I have accomplished during my tenure with the Village and of the service I have provided to the community. I sincerely hope that the Village will continue to

recognize the importance of supporting its staff, maintaining appropriate boundaries between policy-making and administration, and fostering a professional and respectful workplace.

I appreciate the opportunity to have served the Village of Lake Orion and its residents. I will do my best to assist with the transition of my responsibilities during my remaining time with the Village.

Thank you for the opportunity to serve as Clerk/Treasurer.

Sincerely,

A handwritten signature in black ink that reads "Sonja Stout". The signature is written in a cursive, flowing style with a horizontal line extending from the end of the name.

Sonja Stout
Clerk/Treasurer
Village of Lake Orion