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May 5, 2015

Dear R.A.D. Systems and /or radKIDS Instructor,

I feel it important for you to know, as of July 19, 2013, Steve Daley was relieved of his position as Director of Children's Programming for R.A.D. Systems. He was also indefinitely suspended from our alliance for written communication with the Executive Board of RAD Systems that was not forthright and intentionally misleading.

The beginning of the end all started at our annual conference in Buffalo, New York (7/2012). At this conference, Mr. Daley solicited "donations" in exchange for radKIDS merchandise at their annual meeting. This act violates our conference policies and was actually not the first time Steve had been advised by the Executive Board of this type of conference violation. One of the items being peddled outside of the Pro Shop was a "shot glass" with the radKIDS logo on it, which many of us viewed as inappropriate and distasteful. Steve was advised of the policy infractions (again) and asked to destroy the remaining inventory of shot glasses, with R.A.D. willing to assist monetarily with any financial loss to radKIDS. He was also asked to apologize to conference attendees for the offensive display of the radKIDS logo on a shot glass. Mr. Daley did not respond to this written notification. He did not apologize to conference attendees or comply with the destruction of remaining inventory, to our knowledge. From this point on he made no attempt to comply with conference preparations for the next year or communicate with R.A.D. Headquarters in any way. He made no effort to attend the following year's conference in San Antonio, Texas (2013). Of course, this is another violation of the initial agreement (4/18/2000) that created the opportunity for Steve to obtain radKIDS in the first place:

Contractual Agreement section 4.e. *Daley agrees not to conduct an annual meeting of radKIDS Instructors, and will consider the RAD International Training and Certification Conference an adequate meeting opportunity for radKIDS Instructors. Daley will be provided adequate meeting space and time to conduct meetings and will teach or insure the instruction of a radKIDS Instructor course at the RAD Conference.*

There were many more violations of our contractual agreement over those 13 years with Mr. Daley, but backing out of the annual conference in San Antonio at virtually the last minute, was indeed the last straw. As the Founder of the aforementioned radKIDS program and the R.A.D. Systems at large, it is my responsibility to inform you the last fifteen years have not been wasted. We have learned many hard lessons in programming evolution, or the lack thereof, and in program management or the lack thereof. The current radKIDS program has not adequately evolved, and the program's management is suspect, at best.



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For those invested in the current radKIDS program, I can only say “I am sincerely sorry.” I made some serious mistakes in allowing radKIDS to be lead by Steve Daley, and I overestimated my ability to influence the programs continued development. radKIDS clearly evolved into something that no one in R.A.D. management could have foreseen and did not intend. The current reality is, we must move forward with a new strategy to address accountability and transitional responsibility for child safety in this constantly evolving, eroding social consciousness. We are in the process of doing this now, without the radKIDS program.

Vince Lombardi once said, “*Leadership is in sacrifice, in self-denial, in humility and in the perfectly disciplined will.*” Adversity always makes the strong stronger, and so we shall be. As radKIDS fades into the historic fabric of R.A.D. Systems remember, no valid history is without challenges and adjustments in methodology and direction, but ***our will***, our willingness to evolve is what makes our organizational history such a great platform for growth and development. Our pre-destined future awaits.

RADically yours,

A handwritten signature in black ink, appearing to read "LNadeau". The signature is fluid and cursive, with a large loop at the beginning.

Lawrence N. Nadeau, Founder
The R.A.D. Systems of Self Defense

Please Continue to read the current organizational position of R.A.D. Systems within the article, “Who is Ultimately Responsible for Child Safety?” And revisit TIV Volume 23 Issue 3.

Who is Ultimately Responsible for Child Safety?

By: Lawrence N. Nadeau, R.A.D. Systems Founder
Director of Instructional Development

What's the problem with self defense and safety programming for kids? The fundamental problem in modern kids safety programming is that in all other self-preservation initiatives, the ultimate responsibility for personal safety and individual self defense rests with the person being trained or ultimately attacked. However, in kids programming the ultimate responsibility for child safety and personal defense actually belongs to parents or trusted guardians. A parent has no greater responsibility than their child's safety. This point is indisputable and essentially ignored in many personal defense programs for kids. It is my belief that modern self defense and safety efforts do not convey emphatically enough this overwhelming and ultimate responsibility in programming that is specifically designed for children.

Most safety programming for children is guilty of disproportionately placing the onus of personal safety and "self" defense on the small shoulders of children, so we must find better ways to capture the attention of R.E.A.L. (*Responsible, Engaging, Attentive, Loving*) parents and convey to them, their enormous responsibilities. The stark reality is, you cannot teach self defense to a six year old who cannot; and should not; fully grasp the brutality and/or consequences of violence. A kids program should never be permitted to mitigate responsibility for personal protection from parents to children. What I fear many programs are doing, is allowing parents to believe their children are going to be safer if left unattended, because of their "training." Instead of focusing on children or kids in training, parents should focus on strategies and methods for the acute parental supervision of teen empowerment. This should be highlighted with recommendations and assistance for parents that accentuates and manages the responsibility they possess for child safety. Children should never be left unattended. I know this sounds extreme, but it should become our truth in a constantly eroding, dangerous and predatory society. I am well aware that making parents more responsible for child safety won't be popular. Especially when there are many overt efforts designed to make it easy for parents to alleviate their responsibilities. But keeping kids safe is really our first responsibility as a society. Further, having kids "mentoring" kids, in order to further diminish parental involvement and responsibility is just wrong. Kids cannot mentor kids. Older kids can be "role models" for younger kids, but the process of mentorship is much deeper than modeling or even coaching. Kids, even older kids do not have the depth of knowledge or life experience necessary to be mentors. Pre-teens and teens should be focusing on their own process of empowerment and the responsibility that comes with actually being empowered when they are nearing adulthood, and this, is most effectively accomplished under the guidance and mentorship of parents.

Are children sometimes victimized by their parents? Yes, and this is a sticking point in every effort to educate children. There are unstable people out there and some of those may have children, but I would contend those unhealthy individuals are not R.E.A.L. parents. Real parents understand instinctively they are responsible for their child's safety and development. Calling individuals who would victimize their own children, "real parents" seems wrong to me. But we cannot allow them to influence our willingness to help and move forward.

What is empowerment? **Empowerment is the process of increasing the capacity of individuals to make choices and to transform those choices into desired actions and outcomes.** This process of empowerment requires a grasp of the context and potential ramifications of violence, in addition to the aptitude that enables better decisions and positive choices. Again, the problem is, children cannot fully grasp violence or its ramifications, nor are they capable of making responsible decisions or choices about their own personal safety.

Parents are responsible for making decisions and choices concerning child safety, not kids! Parents are responsible for understanding the prevalence of violence and the potential ramifications of it, not kids! Kids cannot be “*personally empowered*,” because they are not responsible, they cannot fully comprehend and they are not capable of making such complex decisions about their own personal safety.

At four years old no child should be exposed to such dark realities, not even under the guise of “*safety education*.” After years of internal struggle and serious contemplation over this subject, I have come to the conclusion that teaching personal, physical self-defense to children 3 to 9 years old is simply irresponsible. I would further contend that clouding the undeveloped imaginations of children within this age group, with replications of violence in training, could even be psychologically damaging. This potential for psychological damage far outweighs any potential benefit simulation training might impart to a child who does not completely understand the personal responsibility or ramifications of violent confrontation. But even before a psychologically dangerous simulation exercise, teaching kids (3-9) physical skills that they cannot possibly maintain proficiency with, is futile. Unless they attend continuous training sessions that allow their bodies to constantly adapt their acquired “self defense” techniques with their physical development and constant growth, it is a pointless exercise. A six year old who goes through physical self defense training for kids will grow so fast and so dramatically, that in just three years that training will be near useless. Six year olds and nine year olds are very different beings physically, psychologically and perceptually. What then? What can we do with kids in this age group? Getting kids and pre-teens physically involved and physically active is the key. In this way, they can develop *attributes* like coordinated mobility, timing, depth perception, balance, hand and eye coordination and running. These attributes are all critically important for future self defense training, individual skill development and confidence.

I am not, and have never been in opposition to teaching children about environmental safety and educating them with lifesaving knowledge. As a responsible community we should and must educate our kids about circumstances that can potentially compromise their environmental safety, emergency access and response options, the basic differences between right and wrong, and the numerous lessons we have learned as a people concerning social interaction; but training young kids to physically defend themselves without holding parents accountable for compromising situations is wrong.

Over fifteen years ago we developed a kids program that failed to evolve in the manner it should have. Stunted by ego, mismanagement and a lack of vision, the program overlooked the ultimate focus of parental accountability and began shifting this sacred responsibility to the kids attending the program, all the while focusing more attention and resources to simulation training. Do they (the kids) have a choice about participating in simulation training? If so, does their decision mean anything, without an understanding of context or potential ramification? Of course it doesn't. They are herded through the exercises with adult direction and peer compliance recognition. Accompanied by a divine guide (*guardian angel*), kids are placed in gear and immersed in a shock inoculation through adverse and scary circumstances created in simulation training. This type of training is tough enough for adults, but, oh I forgot, the adults don't get a holy omnipresent guardian... What? Although I protested many aspects of the kids simulation exercises, it was to no avail. As a result, I am no longer a proponent of this training methodology for kids on any level. It should never have gotten to that point; but it did. This is just one of the many, many reasons

R.A.D. Systems no longer offers or endorses any kids self defense program.

Moving forward I believe our energy will be optimized by a new organizational position on parental responsibility in child safety (0-9), and the transitional orientation of pre-teens (10-12), teens (13-15) and young adults (16-18). We must now begin to prepare for a new reality, an adjustment, in that we hold parents more accountable for the personal protection of their kids and the timely development of pre-teens and teens to one day assume this very important personal responsibility. I have offered parents some *recommendations here, and our organization will continue to offer parents current and frequently updated information concerning the transitional orientation of our youth without the alleviation of responsibility.

To be clear, our opposition is with direct physical self defense training that places a child against a “*bad guy*,” circumventing parental responsibility in preventing such occurrences in the first place. “Who is Ultimately Responsible for Child Safety?” The answer has always been, and will always be: **Parents.**

**1.) R.E.A.L. Parents and trusted guardians should not leave children unattended. 2.) Empowerment is a process that requires parental involvement and close supervision. 3.) Involve them in physical activity that develops attributes. 4.) Programs that teach environmental safety, emergency access, right and wrong, and communication skills are positive endeavors. 5.) Avoid “self” defense simulation training events for children under ten (10), it’s not worth the risk. 6.) Seek self-defense training structure for pre-teens and teens, that makes sense.*

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July 20, 2013-May 5, 2015*

THE INSTRUCTOR'S VOICE

A Publication for Instructors of The R.A.D. Systems of Self-Defense

R.A.D. SYSTEMS vs. radKIDS:

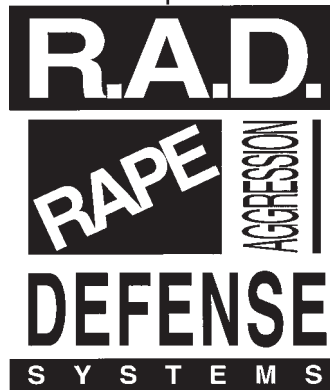
The New Beginning?

By: Lawrence N. Nadeau, R.A.D. Systems Founder
Director of Instructional Development

On July 19, 2013 Steve Daley was relieved of his Staff position as the Director of Children's Programming for The R.A.D. Systems of Self-Defense. Steve was also indefinitely suspended from the R.A.D. Organization. This was done for written communication with the executive board that appeared to be dishonest and misleading, and for a violation of the written agreement which permitted him to obtain radKIDS back in 2000. But these were just the tip of an iceberg that has been forming for the last ten (10) years, many within the organization saw this coming for a long time.

After detailed conversations with counsel and laboring for nearly a month over a 2500 word diatribe I intended to release in this issue of the TIV, I came to the conclusion that further effort along those lines would not serve the "greater good". While it would have made our Executive Board and a few others, myself included, feel vindicated, we would have launched R.A.D. headfirst into civil litigation against radKIDS and Steve Daley. The nagging question is, "**To what end?**" What would we hope to accomplish? We have never had problems with radKIDS or the many dedicated instructors that teach the kids program, our issues are with Steve Daley. **But Steve would do what he has always done, use radKIDS and children in general as a shield, forcing us to go through them to reach him.** The truth is, radKIDS has done a great deal of good in spite of Steve's management style, so attacking radKIDS and those dedicated to serving that cause is not where we want to be. **To what end?** If we are "successful" in a civil war, do we really have the time, energy or dedication to move what would be left of radKIDS forward, basically starting over?

ARCHIVAL REFERENCE



This is a concise Archival Reference from The Instructor's Voice library. The contents of this article have not been supplemented, edited or deleted from the original published work, however, superficial material within TIV has been removed for clarity. As a result of this removal, page numbers do not coincide with original publication. For complete reference of original publication Volume and Issue numbers have remained unchanged.

R.A.D. SYSTEMS vs. radKIDS: The New Beginning?

By: Lawrence N. Nadeau, R.A.D. Systems Founder
Director of Instructional Development

(continued from front cover)

I know that I don't, and this is the core reason why Steve was given the opportunity to lead radKIDS in the first place. Our current Staff and Instructor Trainers are overworked now, as R.A.D. continues to expand and mature under their tutelage.

There are those who say we should at least go after the "rad" name in radKIDS. And I say again, **To what end?** Spend thousands of dollars in legal fees for something we already own. If radKIDS was a terrible program I may agree with this strategy, but it's not. The radKIDS program is a good program, and in spite of how we may feel about Steve, he does spread the "rad" brand. In addition, "rad" kids eventually grow up and when they seek training as adults, would they not be inclined to seek more "rad" training? By keeping the name the way it is, it maintains the undeniable history of the radKIDS organization. It also spreads our "R.A.D." brand and guides future attendees to our training. If we force Steve to change the name of radKIDS it would actually work against us, in that we would lose the program connection forever. Personally, I am too emotionally connected to the history of radKIDS to want that to happen.

As difficult as it may be for those of us closest to this issue, the "greater good" is served if we do nothing to impede the current path of radKIDS. **Children are the "greater good", and in a society that continues to erode rapidly, any effort that has the ability to stem that erosion in a positive way for kids, should be supported.** Until something changes, our original radKIDS logo will remain on the website and will lead to the "real" history of radKIDS with a link to the current radKIDS.org site. This is the only reference we will make to radKIDS, and **when someone asks about training for kids I would ask that you refer them to this icon on our web page.** We no longer have to accommodate or tolerate Steve Daley, as he has been removed from the R.A.D. Alliance, but radKIDS is a good program worth our continued, if only unenthusiastic, support.

Should I continue to teach the radKIDS program? If you can stomach Steve, I would say "yes", but if you cannot abide his transgressions, focus your energy elsewhere. Personally, I intend not to obstruct, but not to participate or promote either. Perhaps latter generations will mend our differences; it remains to be seen.

In closing, I want you to know that I'm aware of who is responsible for this mess. I spearheaded the radKIDS project in 1994 and eventually trusted Steve to take it over in 2000. I gave enormous support to radKIDS over the years believing Steve would come around, and I was wrong. Receiving forgiveness for these missteps must begin with forgiving one's self, and that may take awhile. Perhaps I should consider myself fortunate, because dishonor to this degree I have seen rarely in my life. **Trusting Steve is without a doubt the biggest mistake, I am aware of, in my twenty five (25) years with R.A.D. Systems and the betrayal I feel is significant.** But I cannot "throw out the baby with the bathwater", radKIDS is a good program with a rich history, created by R.A.D. Instructors who cared about contributing to the cause of child safety. Fifteen (15) years ago we were united by purpose in the creation of radKIDS, and I believe as an organization we are still united by the same purpose; **No individual can change that.**

If you have questions, concerns or comments regarding this issue please e-mail me at radsystems@rad-systems.com

Happy 15th Anniversary 1998-2013



*The First radKIDS Instructor Program
April 24, 1998.*

Staff Instructors Sheri Iachetta, Lisa Taub, Theresa Barker and Larry Nadeau.

