

From: Kim Bandorf <kim@familyrenew.org>

To: Allison Miller <allison.miller1017@gmail.com>

Subject: FRC Employee Grievance

Date: Sat, 17 Apr 2021 21:42:38 +0000 (04/17/2021 05:42:38 PM)

Allison Miller
FRC Chairperson

Reference: Employee Grievance

Mrs. Miller

INTRODUCTION

My name is Kimberly Bandorf – I am the FRC program manager for the FRC DeLand office.

It is with great displeasure that I must inform you of my need to file a formal grievance as per FRC personnel policy Section VII paragraph 9.

Because my grievance involves FRC Executive Director, Tony Deobil - and as FRC policy allows (see below) – I wish to file this grievance directly with your office.

Section VII par. 9 ~ “..if the grievance involves the Executive Director, the employee may address the written grievance directly to the Chairman of the Board....” (excerpt of FRC grievance policy – see below linked copy of policy)

FRC Grievance Policy

<http://bandorf.org/kimseval/frcgrievancepolicy.pdf>

After much thought and self reflection – I feel it is in the best interest of all involved - (myself, FRC, Mr. Deobil, and the community we serve) - for me to properly air out these issues (grievance) – and if doing so, places my much loved job in jeopardy – then so be it.

Most, but not all of the evidence that supports my grievance has been memorialized within my most recent FRC employee performance evaluation, as filed by Executive Director Tony Deobil . (see attached Web linked copy of evaluation). I wish I could have provided you with a copy of my performance evaluation with my supervisor’s (Mr. Deobil) signature and date authored on it – however, that is not possible – because Mr. Deobil refused to provide me with a signed and dated copy of the evaluation – insisting that he would only provide me with a signed copy upon the completion of my review and comments. I still have not received that requested copy as of Friday, April 16, 2021. (more on this later)

For your reference and appreciation - I am attaching (see below web

link) a copy of my 2019 evaluation so that you can compare the two evaluations (2019 & 2020) – noting that some of the criticism from 2019 were simply “cut and pasted” back into the 2020 evaluation – even through the incidents transpired in 2019.

2019 Evaluation

<http://bandorf.org/kimseval/bandorf2019eval.pdf>

2020 Evaluation

<http://bandorf.org/kimseval/bandorf2020eval.pdf>

In addition to the evaluation narrative - further evidence of my grievance can be found within the below and attached email thread between myself and Mr. Deobil.

I must be clear here – I am in no way grieving the numerical scoring of the evaluation. However, I am of the opinion – that you and the board may have concerns regarding the scoring – since these employee evaluations are routinely audited by the Coalition – and especially given my involvement in FRC’s grant funding. I could easily imagine that the Coalition would frown, and will probably question why an FRC employee with a 0.6 score (on a scale of 0.0-11.0) would be attached to FRC’s grant funding duties (TANF, Challenge, After-care).

Yes, my FRC duties and responsibilities far exceed just being the assigned FRC housing program manager for the DeLand campus (more on this later).

As earlier stated - my grievance is targeted not on the evaluation’s score – if that is Mr. Deobil’s assessment AND he can justify those scores – then they should stand. In that same vein, Mr. Deobil should also be willing to own the score and his comments by signing the evaluation – prior to my review. My grievance centers on several of the comments within the narrative of the evaluation – as well as being denied the ability to participate in the evaluation process (being able to review a signed copy of my evaluation from my supervisor – being able to provide written comments). (more on this later).

While this email will lay out a rough synopsis of my grievance – I can provide, if requested, a more detailed accounting – with additional supporting documents. However, I must request at least 5-10 working days in order to provide a full written account of my concerns. Regardless – absent my ability to make comments on my evaluation - I do request that this email / grievance become part of my employee evaluation – as an attachment .

Please advise me – whether you will accept, process and respond to my concerns – as Mr. Deobil has refused to further respond -and has instructed me not to contact you..

As you will see within the attached email thread – Mr. Deobil has advised me not to directly approach the FRC chair regarding my grievance. Failure to comply with his instruction could place my employment in peril. (see email thread)

PERTINENT INFORMATION

I will need to provide you with some relevant information – that while not directly connected to my grievance – seems to be the catalyst for Mr. Deobil’s difficulties with me. While I am not certain why our professional relationship changed – I can tell you it was sometime last year (2020).

A few months ago Mr. Deobil alleged that I made a “confidential breach” regarding employee personal data. I still maintain that I was NOT the source of the “breach” – rather the source of the “breach” came from Mr. Deobil’s administrative staff. (see below web linked - breach of confidentiality documents)

Confidentiality Breach

<http://bandorf.org/kimseval/confidentialitybreach.pdf>

I still maintain to this day – that I was NOT the source of the confidentiality breach – in fact my confidential information was also released within this breach.

Mr. Deobil took disciplinary action against me for this “breach”. I did initially consider filing a grievance with you regarding this matter – even briefly making contact with you (requesting your email address).

I invite you to read the disciplinary action filed in that matter. I ask you to make note – within the disciplinary report - how Mr. Deobil was fixated on his belief that I was undermining his authority. This fixation overwhelmed the stated rationale for the disciplinary action – my alleged “confidentiality breach”. (see below web linked documents)

Confidentiality Breach

<http://bandorf.org/kimseval/confidentialitybreach.pdf>

This fixation, in my opinion, has also poisoned my recent evaluation (more on this later).

Due to Mr. Deobil’s never ending accusations that I am “undermining his authority” – I opted to “take one on the chin” – choosing not to forward my concerns to you - hoping doing so would de-escalate the matter – so we could return our focus back to servicing the FRC community.

However, recent events – to include, but not limited to the performance evaluation – have left me at the end of my professional rope – regarding Mr. Deobil – and has placed me directly in the middle of a hostile work environment.

SYNOPSIS OF GRIEVANCE

1. Mr. Deobil refused to provide me with a signed performance evaluation (see email thread) – so that I can review it – and make any necessary comments (as per FRC policy).

Mr. Deobil was requiring me to first sign the evaluation – making any comments I wished – and only then would he sign it and place it in my personnel file (see below email thread).

In past FRC evaluations – Mr. Deobil has provided me with a signed evaluation – in which I reviewed and made comments. (see below web linked copy of 2019 evaluation – specifically last page)

2019 Evaluation

<http://bandorf.org/kimseval/bandorf2019eval.pdf>

Mr. Deobil has advised me that FRC is under a critical COVID mandate / policy that apparently precludes him from providing evaluator signed evaluations to FRC employees – prior to the employee’s review and comments (see below email thread).

I have requested a copy of this “critical COVID” policy from Mr. Deobil – since neither myself, my assistant, or any other program manager are aware of the existence of this particular policy. So far no policy has been forwarded to me – nor can I find any such policy within my correspondence records with Mr. Deobil (see below email thread). The below web linked attached COVID memos / policies are the only emails / protocols received from Mr. Deobil – none deal with employee evaluations under COVID conditions.

Known COVID policies

<http://bandorf.org/kimseval/covid.pdf>

Mr. Deobil has advised me that my refusal to sign the incomplete (not signed by rater – Deobil) evaluation has been ruled by himself – as a refusal on my part to sign the evaluation – and as an apparent waiver of my right to add employee comments to the evaluation (see below email thread).

The below email thread will clearly support my advisement to Mr. Deobil of my willingness to sign, and to respond to the evaluation – ONCE his signature was affixed as the “supervisor (rater)” (see email thread).

Mr. Deobil has further advised me - that he considers this matter (evaluation) closed, and will no longer respond to my concerns about it (see below email thread)

Because of the above – and as outlined below (A,B,C) – I am requesting that you review my concerns / grievance. I submit that Mr. Deobil has denied me fair access to the FRC employee performance review process.

A. Because Mr. Deobil has acted in both the “supervisor” and “executive director” in the processing of my evaluation – it would be inappropriate for him to act in a third role, in the review of any grievance attached to the evaluation. Especially since the grievance involves him directly.

B. Mr. Deobil now has gone on the record that he will no longer discuss the matter (evaluation) (see below email thread). Therefore, how can he honestly assume the role of the grievance arbitrator?

C. FRC policy clearly dictates that employees can seek a grievance review directly to the Chairman of the Board – if the grievance involves the Executive Director. I do and am requesting a review by you, the Chair. (see below web linked FRC grievance policy)

FRC Grievance Policy

<http://bandorf.org/kimseval/frcgrievancepolicy.pdf>

2. Within the below email thread – Mr. Deobil has advised me that if I exercise my right to forward my grievance to the Chair – my employment could be in peril. I perceive that at the very least as “intimidation” – at worst, as a threat. Mr. Deobil acted similarly during the “confidentiality breach” incident. I am done being intimidated / threatened. I ask the Chair to please put this to an end. Additional supportive documentation is available, if needed.

3. Within the narrative of the employee evaluation – Mr. Deobil offers incidents for critical review that did not occur during the evaluation reporting period. (three examples – the “white out” incident - the incident of speaking to a Board member’s spouse regarding child care, and the storm doors situation). All of these events occurred in 2019.

4. Within the narrative of the evaluation (see attached web linked copy) – under then “COMMUNICATION” section - Mr. Deobil scored me at an “unacceptable performance” level – using as an example my unwillingness to discuss my PRIVATE HEALTH INFORMATION (PHI) (COVID VACCINE) within an FRC staff meeting on April 14, 2021 (several attendees) (please reference the web linked March 16 memo sent to FRC staff).

March 16 Memo & Known COVID policies

<http://bandorf.org/kimseval/covid.pdf>

I am sure that you can appreciate how inappropriate it was for Mr. Deobil to openly inquire about employees’ personal health information – especially in an open forum. I find it very ironic how Mr. Deobil made me responsible for the past “confidentiality data breach” – while he openly requests that FRC staff provide their confidential health

information – and then adding injury to insult - holding me accountable within my performance evaluation, because I refused to provide him with my confidential health information in an open forum. (see below web linked 2020 evaluation)

2020 Evaluation

<http://bandorf.org/kimseval/bandorf2020eval.pdf>

Regardless of how Mr. Deobil wishes to define that incident - my refusal to provide my confidential health information – was not done to undermine his authority - factually - he accomplishes that task fairly well on his own. Allow me to provide just two quick examples from Mr. Deobil’s staff meeting comments.

Mr. Deobil revealed to all attendees that one staff member (an apparent surprise to the employee) had already contracted and recovered from the COVID-19 virus – thus did not need to get vaccinated. The staff member was embarrassed and mortified, as not all staff knew she had had COVID.

Still in another staff meeting - Mr. Deobil stated that we needed to encourage our clients to opt-out of getting their children vaccinated - when the COVID-19 vaccine becomes available for children – because it would modify their child’s DNA. (Yes, that probably was a hanging my head moment for me – as documented, and criticized by Mr. Deobil within the “COMMUNICATION” section of my evaluation)

5. Again - within the “COMMUNICATION” narrative of the evaluation - Mr. Deobil also seems offended that I don’t stop in and “check in with him” when I visit the Holly Hill Campus.

Mr. Deobil must have forgotten his written disciplinary instructions to me (the confidentiality breach incident) that all my communications with him will be in the written format - using his authorized electronic devices (see below web linked Feb. 15, 2021 instructional letter from Mr. Deobil – see page 2 – par. 3 of letter).

Feb 15 2021 Instructional Letter From Mr. Deobil

<http://bandorf.org/kimseval/feb152021letter.pdf>

6. Within the “INITIATIVE” section’s narrative – Mr. Deobil scored me at an “below expectations performance” level – using the argument that I have the lowest case load of all FRC campuses. When the TRUTH of the matter is – unlike the two other FRC program managers – I have several other responsibilities. Some of these additional responsibilities are reflected within my job title (program manager / HP & Aftercare, Challenge).

Mr. Deobil sometimes seems to forget about those extra duties (TANF /HP/ Aftercare / Grant management).

Not only do I have the responsibilities of my residents (up to seven (7) families) – but I handle most, if not all - of the after care of

FRC clients – regardless of their previous campus assignments, plus am responsible for all of FRC's homeless prevention clients.

So, in fact – I would argue – and I suspect my fellow program managers would agree – that I maintain the highest caseload of FRC clients. I have reviewed my client list – and am currently responsible for over a thousand clients (supportive documentation is available – should you wish to review). Therefore, maybe it should come as no surprise - that I receive the highest level of client complaints – as so indicated by Mr. Deobil within the “CLIENT / CUSTOMER SERVICE” section of my evaluation.

However, I do question Mr. Deobil's assessment of how many client complaints he has actually received on me - within my 2019 evaluation, he stated he had received no complaints. (see below web linked 2019 evaluation – see page 6 – paragraph 3 under the “overall rater comments” section)

2019 Evaluation

<http://bandorf.org/kimseval/bandorf2019eval.pdf>

7. Within the evaluation's “ADAPTABILITY” section's narrative – Mr. Deobil scored me at a “below expectations performance” level – stating that he no longer trusts my judgment when it comes to FRC issues.

Given my FRC responsibilities – some of which have been outlined above – a few immediate questions and concerns come to mind.

A. Why am I still employed at FRC? If Mr. Deobil really no longer trusts me – why am I not working under direct supervision? Where are all the disciplinary actions for all of these alleged deficiencies? No retraining? Why did Mr. Deobil leave me to work alone - during my assistant's three and half month absence?

B. The “lack of trust” entry may be hard to explain when the Coalition conducts their yearly audit. This being a large part of my rationale for requesting that this email / letter / grievance be attached to the evaluation.

C. In reality – is not my evaluation – if accurate - more of a reflection of Mr. Deobil's management abilities – than of my performance? The truth is – that Mr. Deobil has verbally advised me that he has little concerns with my job abilities – rather his concerns center on this false belief / narrative - that I intentionally undermine his authority. This false narrative is a constant – within the disciplinary action and the recent evaluation filed by Mr. Deobil.

I honestly don't know how to shake Mr. Deobil from his belief in this false narrative... having tried several times ...and in several ways.

8. Within the “PROFESSIONAL INTEGRITY” section narrative – Mr. Deobil scored me at an “unacceptable performance” level. Mr. Deobil partly justifies this criticism by stating that I misdiagnosed a dangerous gas leak as a “mold” situation.

What Mr. Deobil fails to document – was that I was advised by the pest control contractor that he smelt a mold odor – in which I requested that he document it for me – and I forwarded it up to Mr. Deobil on how to proceed. I myself did not in any way state, we had a mold issue in that particular apartment.

Although I have notified both the maintenance supervisor and Mr. Deobil on several occasions of the ceiling mold in both my office and bathroom.

Mr. Deobil became upset with me – stating that he was going to submit a complaint on the contractor– for diagnosing a situation beyond his profession. Mr. Deobil advised me that it would now be my fault if the contractor got terminated. Because the “mold” situation was documented – it was followed up on – and the dangerous gas situation was discovered and defused – but apparently at the cost of my “professional integrity”, and an apparent complaint being filed against the pest contractor.

(see the below web linked documents - regarding the mold situation – as noted by Mr. Deobil within my 2020 evaluation – particular attention should be given to the March 5, 2021 memo). In all actuality, this also should not be included on my current 2020 evaluation as it transpired in March of 2021.

Mold Incident

<http://bandorf.org/kimseval/moldsituation.pdf>

As for the storm doors (see section narrative) – I do consider them unsafe – and I suspect time will bear this out. In a way – I am glad Mr. Deobil included that situation within my evaluation. Also, for the record - the storm doors issue is yet another reach back to 2019 – and should have not been inclusive to the reporting period for this evaluation.

CONCLUSION

Mrs. Miller, the above is a synopsis of my concerns – in support of my grievance. I suspect that many of these OR similar concerns exist with other FRC program employees. I would suggest, and invite you to speak with them, in order to obtain a better understanding of what is transpiring.

In truth – if my evaluation had only ramifications for me – I would probably have just “taken another hit to my chin” – and moved on. But as I have stated earlier – these evaluations have in the past – been audited and reviewed by outside agencies – therefore, and again - I thought it was in the best interest of all – that I advise you of my concerns.

I am therefore requesting that my 2020 evaluation be only inclusive to issues, and events, that transpired during my evaluation reporting period of January 1, 2020 to December 31, 2020.

I would request a Supervisor/ rater signed and dated performance evaluation – so that I can participate in the employee evaluation process by reviewing and

properly responding to the evaluation.

Going forward, I request that Mr. Deobil limit his criticisms to when he can appropriately report objective criticisms backed by both facts and time, and not just subjective criticisms loosely based on actual events.

Further, I don't wish to be criticized when I exercise by rights under HIPAA – by refusing to give up my private health information in a staff meeting.

Finally, and maybe even the most important – I am requesting that Mr. Deobil cease and desist from his hostile work environment activities / agenda – as it is certainly affecting how I do my job – as well as to the orderly operation of the DeLand campus.

I am certainly willing to move forward – I sincerely hope he is too.

I look forward to hearing from you. Should you need to contact me – use the below contact information.

Please confirm receipt of this email so I will know how to proceed and that it has not gone to a spam folder.

Thank you,

Kim Bandorf
386-316-8753
kim@bandorf.org

/att

Begin forwarded message:

From: Tony Deobil <tony@familyrenew.org>

Date: April 15, 2021 at 1:30:37 PM EDT

To: Kim Bandorf <kim@familyrenew.org>

Subject: Re: Annual Evaluation

Unfortunately Kim you continue to be augmentative and continue to try to push the issue. If you had simply followed the rules like you should have we could have had an active dialogue and maybe resolved the matter. Instead, you continue to demonstrate that you don't want to follow the rules.

As you should be aware, we started COVID protocols back in March 2020 and additional changes have been made to date since then.

Of course, you would not be terminated for appropriately exercising your grievance rights under our system. However, you failed to follow the proper protocol in order to exercise a grievance. Failure to follow the protocols discontinues your ability to continue pursuing the consideration. Any further steps you take in this matter will

be responded by the fact that you did not appropriately follow our system and no further actions will be taken.

For the record, as the Executive Director and your direct Supervisor, which seems to be your problem, any grievances should be directed to me first. Once I answer a formal grievance, if you are not satisfied with my resolution then you can go to the Board Chairman. Avoiding me or trying to bypass me is considered a violation of the normal chain of command and will be at your own peril.

This will be the last comment that I will make on this matter as I am officially closing the issue. I no longer feel that you are trying to resolve this issue in good faith.

Respectfully,

Rev. Tony Deobil
Executive Director
Family Renew Community, Inc.
810 Ridgewood Avenue
Holly Hill, FL 32117
Office 386-239-0861
Fax 386-239-8626
www.familyrenew.org

“Life is God’s Gift to Us, What We Do With That Life is Our Gift to God!”

From: Kim Bandorf <kim@familyrenew.org>
Sent: Thursday, April 15, 2021 12:39 PM
To: Tony Deobil <tony@familyrenew.org>
Subject: Re: Annual Evaluation

Tony,
Since you invited questions... I have 2 immediate ones that come to mind at this time...
1- When was the Covid Crisis evaluation process/ policy sent out to all employees... I wish to review it as I am unaware of such a process/ policy. Please send an electronic copy...
2- for clarity... are you stating that if I decide to proceed “ go further”with my grievance, that my employment will be terminated?

I look forward to your response and my requested documents.

Respectfully,
Kim

/att

Sent from my iPhone

On Apr 15, 2021, at 11:43 AM, Tony Deobil <tony@familyrenew.org> wrote:

Kim,

I will place a copy of this email in your personnel file. Unfortunately, I announced at Monday, April 12th's Virtual Staff Meeting that I would be sending out the Evaluations that week and that I would be canceling the regular Staff meeting, April 19th and instead set up individual virtual meetings to go over the Evaluations. I sent you your Evaluation on April 14th at 10:15am and specifically requested to meet with you virtually. Instead you sent me an email on the same date at 2:54 pm announcing that you would be taking off Monday April 19th and would be out of town. I informed you on April 12th and 14th of my desire to meet with you to go over your review. Instead, after the fact, you declared that you were taking the day off. You continue to avoid issues and taking responsibility for your actions. Your rights were not denied but instead you chosen not to follow the spelled out protocol.

You are the only staff member who has taken exception to the Evaluation process that was put into place as a result of the COVID crisis. I have applied the same process to you as I have implemented to everyone else. In my opinion, this is another example of your disrespect for me. You interpret things to suit your needs and continue to try to use it as a way to undermine my authority.

If you decide to proceed with any further action it will need to be with the understanding that you failed to follow the protocols. If you truly wanted to resolve your issues you would have followed the protocols as laid out and would be willing to discuss these issues personally. Your continued disregard to follow the system as laid out continues to demonstrate your lack of respect and willingness to follow rules. I have tried to work with you but it appears you are focused on doing things the way you want and undermining my authority. This has got to stop if you are going to continue to work at FRC.

Please let me know if you have any questions?

Thanks for your continued support, stay safe, have a great day and God Bless!

Rev. Tony Deobil
Executive Director
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Fax 386-239-8626
www.familyrenew.org

“Life is God’s Gift to Us, What We Do With That Life is Our Gift to God!”

From: Kim Bandorf <kim@familyrenew.org>
Sent: Thursday, April 15, 2021 9:50 AM
To: Tony Deobil <tony@familyrenew.org>
Subject: Re: Annual Evaluation

Good morning Tony,

Thank you for verifying that you have refused to sign and date the incomplete evaluation you sent me yesterday as the rater/ supervisor. By doing this, you are denying me the opportunity to participate in the employee evaluation process.

I would also like to memorialize the fact that my response to you yesterday was more than a mere receipt of the incomplete document you emailed me yesterday. You appear to be cherry picking from my response ignoring the fact that I clearly stated that I was not refusing to sign or comment on the document.

Once you do sign the incomplete document and date it, I am requesting a copy of it before it is placed in my personnel file. At that time, I will then respond to the evaluation through the grievance procedures as I understand them.

I invite you to review FRC policy on evaluations . Specifically section 2 , # 5... where it states in part” the review will be in writing, discussed with the employee in a private setting, signed by the supervisor and employee. A provision will be made for employee comments, ... the Executive Director will review all personnel performance evaluations. Immediate supervisors will review their staff performance evaluations prior to the Executive Director’s review”. (emphasis added to the order of signatures in the above FRC policy. Supervisor- employee- Executive Director). Since you are my immediate supervisor, the lack of your signature as rater / supervisor is not only a deviation from FRC policy, but creates an incomplete document and evaluation process.

I would also note that per the policy, we are required to meet to discuss this evaluation. I notified you that I would be out of the office this Monday when you offered to set up a meeting. Just like my statement yesterday that I was not refusing to sign the evaluation, I also did not refuse to meet with you... please do not assume differently!

In closing, please consider this email as notification , per the grievance policy. that I intend to submit a grievance. However, I will be unable to submit said grievance until you send me a copy of the evaluation with your signatures and dates.

As a courtesy, I will tell you that my grievance involves more than this evaluation and your denial of the FRC employee evaluation process to me. Your conflicting instructions (written and verbal) and critical criticisms of me, both professionally and personally have created major concerns for me. So , per FRC policy, I will be submitting my grievance to the Chairperson / President directly.

Reference FRC Grievance policy, section VII, paragraph 9 , in part states, “ If the grievance involves the Executive Director, the employee may address the written grievance directly to the Chairman of the Board.” .

Respectfully,
Kim

/att

Sent from my iPhone

On Apr 15, 2021, at 8:11 AM, Tony Deobil <tony@familyrenew.org> wrote:

Good morning Kim,

Thank you for verifying your receipt of your Annual Evaluation. The purpose of your signature is to acknowledge your receipt. It does not affirm or deny your agreement with its contents only your receipt. Since you have opted to not sign the document I will place copies of your acknowledgement with the actual Evaluation and place it in your personnel file.

Please let me know if you have any questions?

Thanks, stay safe, have a great day and God Bless!

Rev. Tony Deobil
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“Life is God’s Gift to Us, What We Do With That Life is Our Gift to God!”

From: Kim Bandorf <kim@familyrenew.org>
Sent: Wednesday, April 14, 2021 5:29 PM
To: Tony Deobil <tony@familyrenew.org>
Subject: Re: Annual Evaluation

Tony,

Respectfully, I do not feel comfortable responding or signing a document, especially an evaluation, without your signature or a valid date on it. The evaluation has 4 different spots for signatures and dates... you are acting as both the rater and the Executive Director ... I am awaiting the rater to complete (to include signature and date) their section before I can review, respond, sign and date my portion of this evaluation.

Please make note that I am not refusing to sign the evaluation. I am merely requesting a completed(signed and dated) evaluation before I can respond.

The copy I received today was unsigned and not dated... therefore incomplete. I am praying that you will understand my position. I cannot act on any document that is incomplete without a date and signature of the author... even a bank won't process a check without a date and signature on it. You and FRC require me to not act on any documents unless they are signed and dated... I should be afforded the same ... I am only following FRC training and policy.

Thank you,
Kim

Sent from my iPhone

On Apr 14, 2021, at 3:09 PM, Tony Deobil
<tony@familyrenew.org> wrote:

Hi Kim,
I will sign once it is complete. It needs your
comments and signature or refusal to sign.
Tony
Sent from my T-Mobile 4G LTE Device
Get [Outlook for Android](#)

From: Kim Bandorf <kim@familyrenew.org>
Sent: Wednesday, April 14, 2021 2:56:57 PM
To: Tony Deobil <tony@familyrenew.org>
Subject: RE: Annual Evaluation

Tony,
Is this the final signed copy of my evaluation? I
noticed it has no signature or date on it, just
your typed name. Please advise...
Thank you,
Kim

From: Tony Deobil <tony@familyrenew.org>
Sent: Wednesday, April 14, 2021 10:16 AM
To: Kim Bandorf <kim@familyrenew.org>
Subject: Annual Evaluation

Good Morning Kim,

As you know, it has been a very challenging
year and I have several concerns about your
behavior and performance. I am taking this
review as an opportunity to lay out several
of the issues that I believe are at the core of
your poor performance. Attached is your
Annual Evaluation for the 2020 to 2021 year.

Please review the document and there is an
area for you to comment on your review. I
would like to discuss it with you further next

Monday April 19th, I will be setting up some virtual interviews. Please let me know what a good time for you would be to meet. If you would prefer not to discuss it with me personally then you can sign the form and return it to me. It is my hope that we can move on from here and come to a working relationship.

I pray for you on a regular basis and I trust you will continue to grow as a social worker.

Please let me know if you have any questions?

Thanks for your continued support, stay safe, have a great day and God Bless!

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