
From: **Tony Deobil** <tony@familyrenew.org>

Sent: Friday, June 11, 2021 2:36 PM

To: **Kim Bandorf** <kim@familyrenew.org>

Subject: **TANF**

Hi Kim,

On June 8, 2021, I formally requested a written plan by June 9, 2021 at 3:00 pm that outlines what steps you will be taking to correct the situation involving the spending down of all TANF Funds before the end of the grant. You still have not provided the requested plan and instead sent a **very inappropriate email attacking me personally and professionally.** Unfortunately, you claimed you didn't have the time to draft a plan as requested but found the time to write an email to maliciously attack me. **Therefore, because you have decided to ignore my direct request, I still have not approved your Personal Off Time request for June 16, 2021 through July 5, 2021.** I also can not approve your request for time off as it looks like you will leave us in default of the grant which will adversely affect our institutional reputation and prospect to obtain future grants.

You indicated that you believe you had already received my approval for this time off. As I have said to you on several occasions in the past you have a habit of misinterpreting and twisting things and I mandated that all business between the two of us should be in writing. **The Personal Policy PP1.3 Discretionary Personal Time dated 1/1/2020 clearly states "All generic personal time will be required to be approved in advance by the direct Supervisor for the employee requesting time off," (see attached).** You put in a written request for the time off into Heartland but as you will see in the attached screen shot it is still "Waiting for Approval." **So, you have never received written approval for your time off.** I was trying to work with you by requesting a written response to my email and resolution of our year end grant concerns. Unfortunately, as has been your typical behavior you chose to disregard my direct instructions and this time you took it as an opportunity to be very disrespectful towards me in addition to your blatant noncompliance.

I will be reviewing your most recent behavior and preparing a written disciplinary action and plan to submit it to you sometime early next week. I had hoped that you would have taken the warnings outlined in your Annual Evaluation and especially after review by the Board of Directors that you would take appropriate steps to correct your behavior. But it appears that either you still don't think that you need to change your behavior, or you just refuse to change. Either way it will not be tolerated.

Respectfully,
Rev. Tony Deobil

Executive Director

Family Renew Community, Inc.

810 Ridgewood Avenue

Holly Hill, FL 32117

Office 386-239-0861

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www.familyrenew.org

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

Ad Majorem Dei Gloriam

rom: Tony Deobil <tony@familyrenew.org>

Sent: Thursday, June 10, 2021 3:02 PM

To: Kim Bandorf <kim@familyrenew.org>

Subject: Re: PTO

Hi Kim,

You have your instructions and I expect the funds to be fully spent.

Respectfully,

Tony

Sent from my T-Mobile 4G LTE Device

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From: Kim Bandorf <kim@familyrenew.org>

Sent: Thursday, June 10, 2021 2:24:01 PM

To: Tony Deobil <tony@familyrenew.org>

Subject: RE: PTO

Tony,

I know you really believe that I am ignoring you, but that could not be further from the truth! In actuality... I am trying to do my job... and spend down money from the grant... but if you would like me to stop doing that and concentrate on writing you a detailed plan on how I am going to spend the money, which will take up my time and I will not be able to focus on spending the money ... then that is what I will do. You decide... what is more important... spending down the grant, or writing a detailed plan on how I am going to fix the bad decision you made to take away Ms. Dorothy's TANF hours, which has now left us to where we have to scramble and figure out how to spend the money that was originally written into the grant for part of her salary. It also did not help that she was gone for 4 months and no one filled her position with respect to the grants.

I have already spent \$1600.00 of the \$2281 left in the rent account yesterday... all while you thought I was ignoring you! I have also reached out to Denise to get her input on the situation. Her input was to do as much case management as I could and not worry about it ...I did suggest that we allow Jacob to bill for his hours in preparing the grant and files for submission to the coalition. She said she would check on that. Unfortunately, I have not been able to reach out to Carly yesterday, as I was busy apparently ignoring you and working with clients, to spend down the grant and answering questions for the clients that reside on DeLand Campus, as well as answering the phone and the door... all while sitting in a hot box with no a/c and the smell of a dead animal... but hey... you thought all I was doing was ignoring you!

On second thought... here is my detailed plan... SPEND THE MONEY! That sounds like a winning plan to me! I have 3 clients scheduled in the next two days, so hopefully, the money will all be gone by then, that is, if I am allowed to do my job. I also intend to call all the past clients for maintenance checks to add to the case management hours. If this is not acceptable to you, you will need to give me more direction, as I am all out of suggestions for fixing a problem not of my doing,

As for getting permission and approval for taking personal time off... When did we start doing that? You have told all of us (program managers) on several occasions that as supervisors, we only needed to let you know we were taking time off... we did not need to get vacation or time off approved. I let you know last year in December that I was planning this trip. We were also told when we changed to Heartland that all we had to do was to input it into heartlands system and that was notice enough. We had a whole conversation about it during one of our staff meetings... when Denise told us all how easy it was to navigate the new system. I did just that! I also emailed you weeks before I planned to leave so you were notified. Your only response was for me to make sure I had enough time to cover my time off. I have even complied with the new policy and reached out to both Anita and Laurie to check on my clients while I am away. I have set it up so that I can be in text communication with Ms. Dorothy should she need to contact me. As far as I am concerned, your original email to me constituted giving permission unless I did not have the time to take... Since that is not the issue, You have already granted the permission you stated I needed.

Now, all of a sudden you are threatening to hold my vacation time hostage... Never once did you ask me how YOU could help the situation... never once did YOU ask me if I had it handled... or if YOU could help me in any way... I have been doing this for 4 plus years now Tony... have I ever left money on the table? Have I ever left the grant not finished? You have only lobbed threats and nasty remarks my way.

But... I guess you get what you pay for... since I am only a 0.06 employee... I guess you would have to worry that I would just up and leave you and the program in a pickle. In fact, I am surprised you still have allowed me to do the grants at all, since you have blatantly stated that you question my judgement. As for me leaving before the grant end, I am sure there is someone in this agency that can step into my shoes and pick up where I left off.... Oh... that's right... there isn't. But who's fault is that??? Certainly not the 0.06 employee... I know you would not allow such a screw up to train another employee on how to do the grants.

May I suggest that you tap into that inner Pastor and ask God for a little faith and a little grace ... as you are lacking in both when it comes to me... I know these past few months I have been asking for patience and strength to deal with the nastiness and hostility that has come from you. If you sense sarcasm in this email you would be correct! You can add frustration also, at the hostility that you have been lobbing at me lately. I find having to even write this email offensive. But you are the boss and I am very dispensable, so you keep reminding all of us... so

since you have ordered me to develop a "plan" I will forgo trying to spend the money until I hear from you differently. I will suggest that you allow me to DO MY JOB and spend the grant, instead of giving me busy work which will accomplish nothing. But the decision is yours... I will wait for your instructions...

Respectfully,

Kim

From: Tony Deobil <tony@familyrenew.org>

Sent: Wednesday, June 9, 2021 4:41 PM

To: Kim Bandorf <kim@familyrenew.org>

Subject: Re: PTO

Good Afternoon Kim,

I don't know if you are avoiding my request or not? **But, if I don't receive a written response as requested with a specific plan that outlines what steps you will be taking to correct the situation outlined below by 3:00 pm Thursday, June 9, 2021, I will officially deny your request for time off and your use of paid personal time. You failed to get permission or approval for the specific dates and times you are requesting.**

Unfortunately, I cannot allow you to leave FRC in a position which potentially leaves us in technical default of our Homeless Prevention Grant. So your immediate attention will be greatly appreciated.

Respectfully,

Rev. Tony Deobil

Executive Director

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Ad Majorem Dei Gloriam

From: Tony Deobil <tony@familyrenew.org>

Sent: Tuesday, June 8, 2021 5:02 PM

To: Kim Bandorf <kim@familyrenew.org>

Subject: Re: PTO

Hi Kim,

As I wrote you this morning, I would like to know your plans to correct this situation. **Until I have a written plan from you I will not approve your pending vacation request.** Unfortunately, you are planning to take your vacation at the same time your grant end is due which is unacceptable. Also, you originally told me that you were not going to take time off until the end of the summer. You also unexpectedly took off last week while leaving us hanging on a couple of items. And now you are planning to leave town before finishing out your grant jeopardizing the program. This is unacceptable and I would like you to come up

with a written plan that will outline what steps you will be taking to correct the situation.

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

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Ad Majorem Dei Gloriam

From: Tony Deobil <tony@familyrenew.org>

Sent: Tuesday, June 8, 2021 11:38 AM

To: Carly Ghigliotty <carly@familyrenew.org>; Kim Bandorf <kim@familyrenew.org>;
Denise O'Toole Kelly <denise@familyrenew.org>

Subject: Re: PTO

Hey Kim,

It looks like we are in jeopardy of not spending all of the funds for assistance and staff time by the end of the grant. Please work with Carly and Denise to see what we can do to avoid this from happening.

As the Project Manager it is your responsibility to make sure this doesn't happen. I have explained this to you before. Failure to not spend the grant funds can

result in the loss of the grant and the prospect for future grants for FRC. At a minimum if this happens your position will be reduced in half and your benefit time will be reduced.

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

Rev. Tony Deobil

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