

----- Forwarded message -----

From: **Rae Townson** <volunteer@pensacolahumane.org>

Date: Tue, Dec 13, 2022 at 10:21 AM

Subject: Fwd: fyi

To: Manda Moore <mandaleighmoore@gmail.com>

----- Forwarded message -----

From: <adcoximports@aol.com>

Date: Mon, Dec 12, 2022 at 4:27 PM

Subject: Re: fyi

To: volunteer@pensacolahumane.org <volunteer@pensacolahumane.org>

my apologies, information is public knowledge on the 990 we file, [IRS.gov](https://www.irs.gov) salaries of executive directors are posted there, i thank you for your concerns but please be careful what you call illegal as you might indict yourself, i did not ask you to send to anyone but thought as a volunteer coordinator you might like to know with allegations flying around about lack of monies, your payroll has always been there on time, this has gotten to be a crazy mess, do not forget our mission which i always admired you for. Oh as for confidential information, it has flowed freely to the WETHEORGANIZATION from somewhere. you will not be hearing from me again, best in your endeavors

-----Original Message-----

From: Rae Townson <volunteer@pensacolahumane.org>

To: adcoximports@aol.com

Sent: Mon, Dec 12, 2022 12:56 pm

Subject: Re: fyi

No, what hurts is you thinking that I would send out this information that you illegally shared with me. It is illegal to

share this confidential information.

On Mon, Dec 12, 2022 at 12:33 PM <adcoximports@aol.com> wrote:
the truth really hurts doesnt it...

-----Original Message-----

From: Rae Townson <volunteer@pensacolahumane.org>
To: adcoximports@aol.com
Sent: Mon, Dec 12, 2022 12:27 pm
Subject: Re: fyi

How inappropriate of you to send me an email like this! This appears to be confidential information that I do NOT need to know. Please refrain from emailing me. How can I trust that you will not send out my confidential information? You are wrong for that sir.

On Mon, Dec 12, 2022 at 10:50 AM <adcoximports@aol.com> wrote:
just thought you might like to see this doc your leader submitted to the board for approval, six times the salary increase of all employees combined, no further comment is necessary, send out as you see fit

--
Rae Townson | Volunteer Coordinator | Pensacola Humane Society
[5 North Q Street](#)
[Pensacola, FL 32505](#)
850-270-3084
Volunteer@pensacolahumane.org



--
Rae Townson | Volunteer Coordinator | Pensacola Humane Society
[5 North Q Street](#)
[Pensacola, FL 32505](#)
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--
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[5 North Q Street](#)
[Pensacola, FL 32505](#)

850-270-3084

Volunteer@pensacolahumane.org



**PENSACOLA
HUMANE SOCIETY™**

--

All good things,

Manda Moore

MandaLeighMoore@gmail.com

850.686.9115 Direct



Manda Moore <mandaleighmoore@gmail.com>

Fwd: To the Board of Directors

Manda Moore <manda@pensacolahumane.org>
To: Manda Moore <mandaleighmoore@gmail.com>

Wed, Dec 14, 2022 at 11:32 AM

Manda Leigh Moore | Director of Development | Pensacola Humane Society

5 North Q Street

Pensacola, FL 32505

850-686-9115

Manda@pensacolahumane.org**PENSACOLA
HUMANE SOCIETY**Visit us at www.pensacolahumane.org

Begin forwarded message:

From: Manda Moore <manda@pensacolahumane.org>
Date: December 12, 2022 at 5:48:26 PM CST
To: Gerald Adcox <adcoximports@aol.com>, Eloise Lautier <palavas@aol.com>, Andy Barnes <andy87barnes@gmail.com>, Barbara Sawyer <bjhtsawyer1@yahoo.com>, chris.cobb2009@gmail.com, Ceil & Greg Reese <breezyreese@bellsouth.net>, Daniel Sanders <dan@dansanderslaw.com>, sauls1956@aol.com, Kacee Bidnick <kacee.bidnick@adoorproperties.com>, Hank Gonzales <hgonzales@thefirstbank.com>, Deborah Dunlap <downtowndeb850@gmail.com>, Sally Fox <SFOX@esclaw.com>, blakeau1@cox.net
Subject: To the Board of Directors

To the Board of Directors,

I realize that my objecting to misappropriation of restricted funds and other concerns has caused difficulty with some of you. However, I have been informed that the Board, through President Gerald Adcox, is actively spreading defamatory comments about me to others. This needs to stop.

More specifically, Mr. Adcox emailed part of a page from an October 2022 draft that was requested of me when I was asked to consider taking on the dual role of my current position and Executive Director. I specifically texted at the time when sending this draft that "things are always negotiable." On the excerpted page, the Board President (I assume it was his handwriting) put a bracket next to the \$24,000 incentive pay out and wrote, "NOT BASED ON EMPLOYMENT AGREEMENT (UNKNOWN TO BOARD)." He or someone also circled the "\$135,000 base" for performing both roles in the organization.

Mr. Adcox then put the following message in the email:

"just thought you might like to see this doc your leader submitted to the board for approval, six times the salary increase of all employees combined, no further comment is necessary, send out as you see fit." (From December 12, 2022, email from Board President)

When the email recipient objected to the President sending this email, he responded with an email stating, "the truth hurts doesn't it."

As the Board President knows, his email was untruthful and part of a smear campaign retaliating against me for objecting to unlawful and inappropriate activity by the leaders of the organization. The \$24,000 incentive payout was handled under the previous Executive Director, based on funds I brought into the organization, contemplated for in my employment agreement, and was approved by the Board.

As the Board President also knows, the October draft requested of me to include what I proposed for compensation to be both Executive Director and Director of Development was prepared by me prior to reviewing the organization's revenue and expense information in any detail since my job was not previously Executive Director. At the November 16 meeting in the Board President's office at Adcox Imports with he, Andy Barnes, Eloise Lautier, Barbara Sawyer and Hank Gonzales present, I stated that the previous draft was made when I was not aware of our financial issues, said that I would accept lower compensation to make sure that Alysia and others receive their raises, and I presented another document requesting raises for employees and a lowered ask amount for me if I was to be both Executive Director and Director of Development. As I am still here even though I have been functioning as an interim Executive Director and Director of Development, with the Board paying me no additional dollars whatsoever for handling both roles, it is clear that the Board understood that my ask was negotiable. It is not right for the Board President to send out such a malicious message to others.

I am not trying to harm anyone. I am trying to stand up for our organization and our donors. It is not right for the Board President to send out false messages to smear me. I was told by email on December 9 that "some allegations are patently false and/or inaccurate," but no one has notified me as to what was "patently false and/or inaccurate." What I have heard is that some (but not all) on the Board apparently have no difficulty with the idea that donors' funds should be used for purposes other than what was designated by the donors. When those donors are government entities, that makes it even more imperative to comply with donors' directives. I should not be punished for wanting donors' funds to go where they were directed, and I hope that not all the Board members agree with how the President and a few others have acted.

--

Manda Leigh Moore-Joseph | Director of Development | Pensacola Humane Society

[5 North Q Street](#)

[Pensacola, FL 32505](#)

850-686-9115

Manda@pensacolahumane.org



Visit us at www.pensacolahumane.org



Manda Moore <mandaleighmoore@gmail.com>

Fwd: Please advise

Manda Moore <manda@pensacolahumane.org>
To: Manda Moore <mandaleighmoore@gmail.com>

Wed, Dec 14, 2022 at 11:32 AM

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Pensacola, FL 32505

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Manda@pensacolahumane.org**PENSACOLA
HUMANE SOCIETY**Visit us at www.pensacolahumane.org

Begin forwarded message:

From: Manda Moore <manda@pensacolahumane.org>
Date: December 13, 2022 at 1:06:50 PM CST
To: adcoximports@aol.com, breezyreeses@bellsouth.net, Hank Gonzales <hgonzales@thefirstbank.com>, Barbara Sawyer <bjhtsawyer1@yahoo.com>, Deborah Dunlap <downtowndeb850@gmail.com>, Kacee Bidnick <kacee.bidnick@adoorproperties.com>, Eloise Lautier <palavas@aol.com>, Daniel Sanders <dan@dansanderslaw.com>, Sally Fox <SFOX@esclaw.com>, chris.cobb2009@gmail.com, blakeau1@cox.net, andy87barnes@gmail.com, sauls1956@aol.com
Cc: Rae Townson <rae@pensacolahumane.org>
Subject: Please advise

This morning, I received another email from the Board President from yesterday, this time making a misrepresentation to an employee that what he had previously sent was from a public 990 (when it obviously was not); denying he asked the recipient to send it to anyone when in his own email he had written, "send out as you see fit"; and warning her not to call anything illegal or the email recipient might "indict herself." The Board should not be making blatant misrepresentations to staff and threatening staff that they should not call anything illegal. For the good of the organization, I hope that some of you can understand that the Board needs to stop this so that the focus can be on the mission and the integrity of the organization.

Also, is the Board still forbidding me to have any meeting with staff without 2 board members present?

Manda Leigh Moore | Director of Development | Pensacola Humane Society

5 North Q Street

Pensacola, FL 32505

850-686-9115

Manda@pensacolahumane.org



Visit us at www.pensacolahumane.org

Begin forwarded message:

From: Rae Townson <volunteer@pensacolahumane.org>
Date: December 13, 2022 at 10:21:58 AM CST
To: Manda Moore <mandaleighmoore@gmail.com>
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Executive Director Dual Role (also acts as Director of Development)

Salary request:

Executive Director base salary at start \$50,000

Current Director of Development last fiscal year October 1, 2021 to September 30th, 2022

Actual Salary

Base \$60,000

Incentive Paid Out \$24,000

Total Salary: \$84,000

Requested Salary to perform both tasks \$135,000 base, no incentive plan, yearly bonus based only upon increase in financial fundraising, amount at Board discretion never to exceed \$10,000 in one fiscal year

Goals to achieve feasibility:

*Not Based on
EMPLOYMENT ACQUISITION
(UNKNOWN TO BOARD?)*