



Manda Moore <mandaleighmoore@gmail.com>

## Fwd: Board of Directors of Pensacola Humane Society

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

Fri, Dec 16, 2022 at 1:34 PM

### Manda Leigh Moore | Director of Development | Pensacola Humane Society

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Begin forwarded message:

**From:** Manda Moore <manda@pensacolahumane.org>  
**Date:** December 16, 2022 at 1:33:38 PM CST  
**To:** Gerald Adcox <adcoximports@aol.com>, Deborah Dunlap <downtowndeb850@gmail.com>, Andy Barnes <andy87barnes@gmail.com>, Barbara Sawyer <bjhtsawyer1@yahoo.com>, blakeau1@cox.net, Ceil & Greg Reese <breezyreeses@bellsouth.net>, Kacee Bidnick <kacee.bidnick@adoorproperties.com>, Eloise Lautier <palavas@aol.com>, sauls1956@aol.com, Hank Gonzales <hgonzales@thefirstbank.com>, Daniel Sanders <dan@dansanderslaw.com>, Sally Fox <SFOX@esclaw.com>, [chris.cobb2009@gmail.com](mailto:chris.cobb2009@gmail.com)  
**Subject:** Board of Directors of Pensacola Humane Society

Board of Directors of Pensacola Humane Society,  
I am in receipt of the December 15, 2022, memo from the Board of Directors requiring me as "Interim Executive Director" to provide a long list of information by the close of business on December 16. As you know, I did not request to be the "Interim Executive Director." The role for which I am employed is Director of Development. The Board did not vote to have me serve the additional role of "Interim Executive Director" until December 8. The Board is not paying me any additional compensation to serve as both my role of Director of Development as well as "Interim Executive Director."

The Board President has defamed me and made misrepresentations to the staff member in an email, about which I previously emailed each of you. Since that time, no one on the Board has indicated that his conduct was not made on behalf of the Board. I read in the Pensacola News Journal that the Board President told the reporter for publication that a "rogue interim director...may be the source' of the turmoil." No one on the Board has indicated that this, too, is not the position of the Board.

Exhibit 30

With that background, the Board has sent me this memo requiring me to produce a wide variety of information within a day. The information requested is not readily and immediately within my grasp, as my role has been Director of Development. Presumably, most, if not all, of the information requested has not changed in the very short time I have been both Director of Development and most recently also uncompensated "Interim Executive Director." Did the Board never previously have any of this information? Did the Board never previously request any of the prior non-interim Executive Directors for this information? Why am I being required to provide this great deal of information in such a short time frame? A reasonable person might conclude that this demand for information, with the accompanying deadline of a day, is designed to set me up for failure—prompted by my objecting to unlawful activity.

Additionally, the December 15 memo made a point to state that I "have been in violation of the requirement by the board that you as Interim Executive Director are obligated to provide a weekly written summary of all issues, concerns, questions, and activities of PHS." Since the vote on December 8 (or before that in November), I was not instructed to do this, and no one mentioned not having this from me until this December 15 memo. Yet, suddenly, this is a "violation...as Interim Executive Director."

As the Board knows, I have repeatedly mentioned several concerns, including:

- November 17 Notified Executive Board closed intakes due to funding being low, could only order half the vaccines we immediately needed and essential supplies like dog food, concerned about payroll
- November 21 Travis Talley giving us an emergency \$5,000 to buy the rest of the vaccines we needed
- November 22 Executive Board member at Department Head Meeting, heard concerns of staff and dire need of supplies, vaccines and medicines
- November 29 Alert Executive Board Vice President (Andy Barnes) of the Misappropriation of Restricted Funds, Alerting entire Executive Board we will not make payroll without the last of the dividend side of the securities and moving some monies from second First bank account, Talley donation was Misappropriated into operating costs and autopayments, use credit card to buy small amount vaccines
- November 30 Meeting at The First with Board President (Gerald Adcox) and another Board Member (Hank Gonzales) give list of all restricted funds that have been misappropriated
- December 5 Board Call with full Executive Board again explain Misappropriation of Restricted Funds
- December 5 Warn Executive Board we will not make payroll as there was currently only \$162.47 going to available
- December 7 Bank Account Overdrafts
- December 8 Provide a list to full board of Misappropriated Restricted Funds \$93,586.46, suspect more regarding Bud's Backyard Training and others I did not directly set up

I am compelled to decline continuing with the uncompensated addition to my duties as Interim Executive Director and will remain Director of Development. Defaming me to other staff and the press, declaring me in "violation" of a "requirement" in the December 15 memo that was not communicated to me in November or December until the December 15 memo, ignoring the multiple concerns I have actually raised, requiring me as uncompensated "Interim Executive Director" to provide a boatload of information that cannot reasonably be gathered in a day, particularly when the information is either

already in the possession of the Board or the Board never requested this information from any prior actual Executive Director, are all designed to drive me from the uncompensated interim role that I did not request in the first place. These are acts of unlawful retaliation.

I want the best for this organization and have worked to keep the animals cared for and the staff intact in my extremely brief time as uncompensated Interim Executive Director. Retaliating against me is not right. I will continue to serve the organization as Director of Development, but I am compelled by the Board's retaliation to decline the interim executive director position, which I believe is what the Board is desiring from me.

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

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