

Dear Tamara

History was created today at the breakfast club after 9 years. No sugar was in house to prepare drink for our children and as such a partial breakfast was delivered to approximately 11 schools.

No communication was received by myself as to why no sugar was delivered .In addition, a breakfast club staff also alerted the officer that no sugar was in the office and nothing was done.

This in itself can portray a negative impression on the ability of the YWCA to meet and manage the obligations of the club with the donor monies allocated. The last amount of money received in December 2015 by myself was in excess of \$9600.00, suggesting that money should be available.

This is a serious issue that NEED to be addressed since the credibility of the programme is at stake. I am again requesting a meeting with the Board of Management as the second highest decision making body of the association after the general membership, in the interest of transparency and accountability.

Regards
Andrea
233-6873

" <tamita_griffith@yahoo.com>, "nailah michael" <nailah.michael@cibfcib.com>, "Safiya Moore" <safiya.a.moore@gmail.com>

Sent: Thursday, January 7, 2016 7:35:45 PM

Subject: Re: Breakfast Club

Hi Andrea,

Our Board Meeting is this coming Tuesday so unfortunately we will not be able to meet until Tuesday 19th January.

Can everyone please indicate your availability for 6:00pm on the 19th January?

Best Regards,
Tamara

On 6 Jan 2016 15:56, "Anne" <ac_taylor1@caribsurf.com> wrote:

Dear Tamara

Kindly note I am not available to meet with you this week. I would however be available on Tuesdays after 5:15 pm.

Regards
Andrea

Sent from my iPad

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

From: Young Women's Christian Association of Barbados <barbadosywca@gmail.com>

To: 'Marilyn Rice-Bowen' <mricebowen@gmail.com>; 'Tamara Brathwaite' <tammiebrath@gmail.com>; 'Gina E Millington' <millingtongina@yahoo.com>

Cc: 'Tamita Griffith' <tamita_griffith@yahoo.com>; kimsheron <kimsheron@netscape.net>; 'Sayifa Moore' <safiya.a.moore@gmail.com>; 'Liza Farley' <farley_leeza@hotmail.com>; 'Patrice Gill' <patrice.e.gill@gmail.com>; 'Atheline Branch' <athelinebranch@yahoo.co.uk>; 'Nailah' <nailah.michael@cibcfcb.com>

Sent: Sat, Jan 9, 2016 12:03 pm

Subject: RE: Resignation

Dear All,

1. Please note that there is currently an island wide scarcity of brown sugar. However, I was informed by the Kitchen Staff that there was just enough sugar to supply the YWCA until the end of the week. As there was some sugar at the YWCA and an order had already been placed with Natalie (Hanschell Inniss) and Deborah (Bryden Stokes) I did not inform the Breakfast Club Coordinator as in the past she would tell me to deal with the matter. Ms. Taylor would encourage me to use my initiative and solve problems such as these on my own since she was very busy with her main work and volunteered with the Breakfast club Programme. This is why I purchased 45 pounds of brown sugar from the local supermarket yesterday until the large bags sugar that the YWCA has on order arrives. So yes, there is sugar at the YWCA.

2. I am willingly to meet with the YWCA Board to address any concerns that it may have.

3. Ms. Brathwaite, it was a pleasure working with you. I wish you joy, happiness and prosperity in your future pursuits.

Regards,
Kim Morris

YOUNG WOMEN'S CHRISTIAN ASSOCIATION OF BARBADOS
The YWCA Training Centre

Begin forwarded message:

From: "ac_taylor1 caribsurf.com" <ac_taylor1@caribsurf.com>

Date: 19 February 2016 at 11:52:51 AM GMT-4

To: Tamita Griffith <tamita_griffith@yahoo.com>

Cc: Nailah Michael <ntmichael@gmail.com>

Subject: Re: Breakfast Club Report

Madam President, your email is noted. I did indicate at the meeting on [January 12th](#), that I would submit a report, however on reflection I am of the view that the information shared in my presentation should suffice. I suggest therefore that you revert to your minutes for the necessary information.

I must express some concern that to date there has been no significant improvement in the administrative support to the Breakfast programme, which speaks volumes to the urgency being given by your Board to this signature activity of the YWCA. Against this background let me use this forum to place a few issues on record.

In the last eight years and nine months of managing the National Breakfast programme, I have not encountered the kind of inefficiency and unprofessionalism as I have seen with the current dispensation of leadership at the YWCA. From Board members who seem unwilling to process payment for staff in a timely manner, to persons refusing to assist with collecting items as required from our various supporters, to the recent administrative staff who has demonstrated a lack of commitment to getting things done efficiently. At the beginning of each school term since the current admin support has been recruited, the Breakfast programme has been late in getting stock for its Deacons Farm location as well as some of our centres. We have been further embarrassed during the school term, in not having adequate supplies of one item or another despite my briefings and providing instruction on procedures.

Let it be also known that I am very much aware of some of the misguided comments made by your Board members, who ought to be more informed in their positions. For those who clearly know nothing about this programme, be aware that as a Volunteer, I have had an efficient operation to date. With the support of some former Executive members, we have been able to raise each year the money and supplies needed for this programme. Starting with less than 50 children over eight years ago, to over 1300 to date, we have been able to build relationships with sponsors and contributors in Barbados and abroad to support our programme. The income to the Breakfast Club has represented up to 80% of the YWCA's annual revenue in some years. Whereas I would have agreed to contributing a percentage to the payment of admin support, it has been brought to my attention that the full monthly salary for your new recruit is being paid from the Breakfast Club. This is untenable and has to be addressed immediately since the sponsorship secured is to provide breakfast for the children and is not intended to pay big salaries for incompetence. This can be attested to from documents and erroneous reports submitted to me and cc to the president to date.

For some time the YWCA has been known for the Breakfast Club programme and would have benefited from the goodwill and support we have generated – from the provision of annual donations, food stuff, equipment & furniture, to fencing around the facility to enhance our security, these contributions have been generated because of our work in the Breakfast Club. My vision from day one, was about the children and I have used my contacts on a volunteer basis, to mobilise support for this vision. I am therefore stating emphatically, that I will not continue in an environment where people are not prepared to put the children first, but use their position on the YWCA's Board for selfish means. This is not what I signed up for. If there are persons who believe they can better manage the Breakfast programme, I welcome them to take the reigns but I will not continue attracting resources to be misused and/or to prop up an inefficient system or inefficient people.

As I started my missive I will conclude – the report given in January should have produced some substantial action by now, on the part of your Board, in light of the severity of the issues raised.

Regards
Andrea C. Taylor
National Breakfast Coordinator

On Jan 5, 2016, at 3:50 PM, Tamara Brathwaite <tammiebrath@gmail.com> wrote:

Hi Andrea ,
Please make a note of these concerns. I know we have spoken about you calling and being able to reach her but to my understanding it would always be in the case of if she is outside handling stock which is in another room.
I am more than willing to meet with you as it relates to this matter. This would be an executive meeting as the constitution dictates that employment matters are addressed at this level first and then taken to the Board. Please let me know which evenings you will be free this week.
I will also need for you to outline what deliverables were not met for the preparation of this term's breakfast club.
I do apologise on behalf of the Board of Management for any frustrations arising from this matter and I look forward to meeting with you to discuss a way forward.
Best Regards,
Tamara

Dear Tamara

I write to again express my dissatisfaction with the level of communication from the administrative officer and her consistent failure to meet deliverables. I brought my concerns to you before but to date have received no satisfactory response or improvement in this matter. We are at the start of another school term and again we are unprepared to cater to the children and schools in the Breakfast programme. It is my

further understanding that the admin officer's salary is paid solely from the donations to the programme, a matter that also needs to be urgently discussed.

I am therefore requesting a meeting with the Board of Management relative to these concerns and to seek satisfactory resolution. Failure to treat to these issues with the urgency required will result in my resignation from the volunteer position of Breakfast Coordinator, following which I will advise all donors of such.

Regards

Andrea

Sent from my iPad