



June 30, 2014

Warren A. Peña  
President & Chairman of the Board  
Edwin Camacho, Esq.  
Vice Chairman  
Nathalia Gonzalez  
Treasurer  
Pastor Oscar Destrugé  
Secretary

**A Letter from the Chairman of the Board**

Re: Former Executive Director, Marina Forero-Ferrandino's letter to the Board of Directors dated June 9<sup>th</sup>, 2014, submitted via email to the Board June 21, 2014. Interim Executive Director's actions and The Chairman's recommendations

Dear SoNoCC Board of Directors,

This letter is in response to a letter received by former Executive Director, Marina Forero-Ferrandino. In working very closely with Deputy Director, now Interim Executive Director, Patrick Ferrandino, I believe her letter was written by Patrick Ferrandino in its entirety, creating deception and disregard to Board policies. I will outline a rebuttal with exhibits and supporting documents refuting accusations of impropriety, fabrications and abuse of power.

When looking at Marina's email dated June 21, 2014 (**Exhibit G1**), I point to (**Exhibit A1 & Exhibit A2**). I sent out an agenda on Thursday June 05, 2014 so that board members could have enough time over the weekend to review all pertinent material set for the June 9<sup>th</sup> board meeting. On Monday June 9<sup>th</sup>, 2014, I received a request to change the agenda by adding the Executive Director's report. The Chairman and the Executive Director typically coordinate material on the agenda. However, since the meeting was set to be a special meeting; it was my intention to keep the meeting short in order to implement the 90 day transition period recommendations that came from our internal assessment. So to say that she gave us adequate notice, is false. (**Exhibit B**) will show you the recommendations that came from our Executive Management Team, which both Patrick and Marina organized at that time for a change in the board calendar. The board approved to move meetings from monthly to quarterly. Therefore, our meetings since April have all been special meetings that will lead to our regular scheduled meeting in August 2014.

Marina also claims that as a non-voting member of the board, she should have been allowed to participate in our discussions. I differ in opinion as we have been discussing whether or not she is the proper fit to serve as Executive Director. Therefore, as a board we reserve the right to go into executive session to discuss the employment or termination of employment without her present. Moreover, I believe we would all agree that we have not abused executive sessions. Regardless of her accusation of abuse, we are entitled to go into

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executive session as we see fit. Additionally, we do not have to form a special committee as we are a small board of four, which is the executive committee of the board to discuss the termination of an Executive Director.

**(Exhibit F)**, outlines the 90 Transitional period voted on unanimously by the board for our new Interim Executive Director, Patrick Ferrandino. **(Exhibit G)**, a letter that I believe Patrick wrote on behalf of Marina, renders our actions as a board moot and notifies us that Marina/ Patrick will disregard our Board policies, action taken by the board, and that Marina will continue to serve as Executive Director against the will of the Board. As a result, on June 25<sup>th</sup>, 2014 **(Exhibit C)**, I wrote a letter copying the board formally terminating Marina Forero-Ferrandino as Executive Director effective immediately. It is my belief that Patrick and Marina conspired to fully ignore the Board of Directors of SoNoCC and to impose their will against our approved policies. From June 9<sup>th</sup> through approximately June 26<sup>th</sup>, our Interim Executive Director went rogue and decided to purposely act and carry out insubordination, which cannot be tolerated. He did not fully carry out the will of the board for another three weeks.

At the end of paragraph one, located on **(Exhibit G3)**, Marina speaks about fraudulent, misrepresentation on PY39 CDGB grant application. Let me assure the board that I personally filled out the application with the CDBG grant coordinator from the Redevelopment Agency using past articles and archives in SoNoCC possession.

**(Exhibit G4)** is a rather interesting one. Both Marina and Patrick who were both on our LULAC council were well aware of the LULAC activities that were to take place as outlined in the LULAC minutes from August 15, 2013 **(Exhibit D1, D2, E)**. I do agree that all activities, including expenditures should have come before the full board for approval. Nevertheless, he was disingenuous and was blantly deceitful. See LULAC resolution.

I believe our board should be spending the funds to attend the Mayor's ball and we have all agreed that this is a valid expenditure. I believe we are all on the same page as it relates to our Board dinner/ Christmas party.

The most recent events include our Interim Executive Director, Patrick Ferrandino seeking a private attorney to file a malfeasance suit against me and the board for my removal. Patrick also mentioned that I was using the center for a political event in 2013 when Vinny Mangiacopra was running for Mayor. Please reference **(Exhibit G6)** where you will see a \$50 payment for the hour Mr. Mangiacopra met with members of the Latino community. He is also threatening to go public with accusations.

Mr. Patrick Ferrandino has told Norwalk Public Schools, our most strategic partner, that SoNoCC will be contracting out all Latino programs and services to his personal Non-Profit called Impact Others, DBA The Hispanic Cultural Institute, which his wife and former Executive Director, Marina Forero-Ferrandino will be leading. I see this as a complete conflict of interest. More importantly, it sends a red flag to the Program Manager of our After the Bell program, Tricia Massucco and she also sees it as a conflict. Furthermore, the Board of Directors has not approved any such relationship or partnership.

The SoNoCC board has not even entertained contracting out all Latino programs and services (**Exhibits H1, H2, H3**).

We also have another Strategic Partner that will no longer deal with Mr. Ferrandino due to his direct actions at a recent Hispanic Federation meeting. Mr. Ferrandino has put our anticipated HHD (Human Hispanic Development) funds in jeopardy.

My recommendation to the Board of Directors is the following:  
To terminate a previously approved MOU for Mr. Ferrandino and to terminate his services effective immediately. We would like a list of all SoNoCC material in their possession returned to our offices and a list of pertinent information of all major programs, services, and anything related to our construction.

I recommend this for the following reasons:

- Mr. Ferrandino has lied to the board about the LULAC activity indicating he had no knowledge, but after due diligence, we now know that he and Marina had a conversation with me that detailed the activity.
- Members of the board have lost faith, trust and confidence in Mr. Ferrandino. He has made members uneasy and uncomfortable. His actions have caused chaos within our board and some members have fallen out of normal routine because they have been negatively impacted.
- Patrick is not putting the needs of the community first, but rather his needs ahead of the people we serve.
- This is an unhealthy relationship for all parties involved. Patrick has engaged in insubordination.
- Conflict of Interest with NPS, delivering a non-approved partnership to the After the Bell coordinator, positioning his personal Non-Profit and his wife before SoNoCC's interest.
- Mr. Ferrandino manipulates and pins board members against one another when he sees fit.
- There are client files, personal client information and SoNoCC materials missing from our offices. He and Marina have deleted files off staff's computers and are copying SoNoCC's client files and personal information, confirmed by staff member.
- His personal attorney has contacted our Attorney and Vice-Chair, looking for ways to remove me as Chair. Accusing me of malfeasance and improprieties.
- Mr. Ferrandino shut out a Latino organization that was created under the umbrella of SoNoCC and also AA meetings hosted by former board member Guillermo Pino this past week.
- He has not demonstrated the ability to bring resources, specifically funds that will sustain the center short, medium and long term. There are no tangible services that can be reported through real activities generating income for the center.
- Patrick conspired with Marina to create anarchy among us accusing in a dishonest way targeting me as Chair.
- Board Chair and Executive Director relationship has been tarnished due to ED's actions internally and externally.

To conclude, I believe it is in Mr. Ferrandino's best interest to separate from SoNoCC. I also believe in order for the center to thrive that we must move in a different direction under new leadership.

As you know, I am in the middle of an election for a State Representative seat. Therefore, as discussed I will be taking a leave from the Board until after the August 12, 2014 primary election. See attached resolution.

Sincerely,

Warren A. Peña, Chairman