

WHO'S AFRAID OF THE  
BIG, BAD BOSS?



How to Survive 13 Types of  
Dysfunctional, Disrespectful,  
Dishonest Little Dictators

MARILYN HAIGHT

## THIS IS THE BOOK BOSSES DON'T WANT YOU TO READ!

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### NON-PROFIT DIRECTOR MISUSING FUNDS

*"...I work for a non-profit organization. I find a lot of wrongs and the director is not doing her job except spending money on herself... Anyhow, the board is not doing anything either because they do not know how the non-profit is supposed to work. We, the employees, are STUCK in this situation because the director has changed the policy in our handbook. It now says we must tell her the problem—NOT THE BOARD MEMBERS—because of something that happened 6 yrs ago. It seems that the director has control of everything and we, the employees, feel stranded and want to do something, but we do not know how and what to do."*

Dear Concerned Employee,

You are in a challenging situation. Here are few suggestions that might help:

1. Start making all of your communications with your director in writing, especially those that question internal procedures. Also write the answers your director provides to your memos and write them in a memo back saying you want to be sure you have understood correctly. Bosses who steal often set up employees to take the blame, so this documentation will help protect you; keep hard copies in a safe place away from your workplace.

2. You say, *"It seems that the director has control of everything..."* Incorporated non-profit organizations must follow certain procedures for tax reporting, so it is likely that your organization has a book-keeper, accountant or auditor who examines the income and expenses on a regular basis, at least yearly. You may be able to bring concerns to this person's attention, but first be sure he or she is not also stealing in cooperation with your boss.

3. If your organization is incorporated as a 501c3 nonprofit, and if the director is misusing its funds, she may be breaking the law—check here: <http://www.irs.gov/publications/p557/ch03.html#d0e4153> If that is the case, you may report your concerns to the IRS and request an audit, asking to remain anonymous.

I also suggest that you read the Pilferer Boss chapter from the book "Who's Afraid of the Big, Bad Boss? 13 Types and How to Survive Them." If you don't already have the book, you can get the chapter you need for only \$3 at: <http://www.lulu.com/content/389620>

I hope the situation works out well for you and all others involved.