

My name is Bob Jones. I am the JV girls basketball coach.

I want to address a concern of the actions that were demonstrated during the October board meeting.

I received approval in September to coach the JV girls' basketball team. Mr. Christoff abstained from voting because his daughter played JV soccer for me. I would like to note, though, that in my eight years as a JV girls soccer coach Mr Christoff has never abstained from this vote before. In my opinion, he only decided to abstain in September after a meeting with Coach Monfort, his wife, daughter, and myself did not go as he had hoped.

After being approved for the JV basketball position I was asked to step down from JV and to coach the 7th grade girls. This was at the request of Coach Jenkins, the girls Varsity coach. I was more than happy to go where she felt I was needed.

Through all of this, the only request I had was that I would volunteer my time until the first of the year, and accept a prorated salary. The reason for this is due to my retirement from Allen Oakwood Correctional Institution.

In October, my hiring as the 7th grade coach was removed from the regular Consent Items to an Action item for further discussion.

When it came for my employment to be discussed, Mr Christoff stated "My observations over the last four years put me in a position where I would not support him for a coaching position with girls either at the high school level or the middle school level um for mental health considerations." Mr Christoff then went on to insinuate that myself and Coach Monfort retaliated against his daughter because of something to do with Pupil Activity Permits. In essence, he believes that his daughter was a four year JV player out of retaliation for coaches not having their PAP's completed in a timely manner?

The accusation that I contribute in any way to mental health issues with my players is completely false, inaccurate and unsubstantiated.

I have spent almost my entire adult life working in the public sector, and coaching or mentoring youth in one way or another. Whether it was at Elida, another school or my church. Through all of this, I have never been accused of such ridiculous and false allegations.

I have been the girls JV soccer coach for 8 years at Elida. There have never been any complaints, allegations or accusations that suggest that Mr. Christoff's so-called concerns have any validity. Nothing to suggest that I do not have the very best interests in all my players' health and well being.

In my opinion, I have had a very good relationship with my players. Yes, at times I am hard on them, mainly because their efforts have not lived up to the standards that have been set for the team.

One of our goals as coaches is to win games. Another goal is player development in hopes that they can play at the Varsity level. Some make it to that level, and some don't.

We as coaches see players differently then they see themselves. They are not always going to play where they think they should, or get the playing time that they think they should. It happens. It is a part of the sport and life.

Why would Coach Monfort or I retaliate because one of our coaching staff did not have paperwork done in a timely manner? Mr Christoff's daughter being a 4 year JV player, her playing time and her position on the field had nothing to do with any so-called retaliation. We do not move players to the Varsity level just because they are a senior. We put the best players on the field, nothing more, nothing less.

It seems more like the retaliation is coming from Mr Chrstoff towards our coaching staff, because he didn't like his daughter's position on the team. Mr Christoff has stated that he would not support myself or Coach Monfort for coaching positions in the future. This is a prime example of misuse and abuse of powers on the part of Mr. Christoff. He is basically threatening our coaching positions and pushing his own agenda because he wasn't happy with where his daughter played on a soccer team.

In the 8 years that I have been coaching at Elida, Mr Christoff has never raised any concerns until now. Why now? What has changed?

According to your own Code of Ethics, Mr Christoff has clearly overstepped some boundaries. Per this Code of Ethics, it is unethical to "criticize employees publicly". He should also "Refrain from using his board position for the benefit of himself, family members, or business associates."

As a board, some of you are guilty of being influenced by Mr. Christoff's statements and accusations and not doing your own due diligence. However, Ms Aggozino was not present and Mr Birks did try to table the action item until this month. If there were questions regarding my integrity as a coach, the matter should have been tabled. Instead, you simply took the word of one person, as truth. If the matter would have been tabled, I would have been more than happy to answer any questions or address any concerns.

As a board, you need to respect the decision of the Varsity coach, athletic director and superintendent. You need to trust that they have done their due diligence in the hiring process.

I believe that Mr Christoff's statements questioned my character and integrity, things that I myself hold in high regard. However, I also believe Mr Christoff needs to be held accountable because he seems to have a history of this type of behavior with other staff members.

In closing, I would just like to say that the people of Elida have put you all in positions to make decisions based on the community and school as a whole, not on personal opinions and personal agendas.

Thank you for your time.
Robert Jones

November 6, 2024

Dear Board Members,

We are writing to address an unfortunate situation that has recently come to light involving public criticism of our varsity girls' soccer coaching staff, Mr. Mitch Monfort and Mr. Bob Jones. These two individuals hold the highest respect within our school district and are invaluable assets to our school system, athletes, and community.

It is concerning that Mr. Jeff Christoff publicly disparaged them during a meeting, citing his child's playing time. This behavior is a direct reflection of Mr. Christoff's integrity and character. The notion that a board member's child deserves more playing time is laughable and inappropriate. Not only does this raise significant concerns about conflicts of interest, but it is also unethical.

This is not the first incident involving Mr. Christoff and his children's sports playing time, as he had previously used similar threatening tactics to enhance their playing time.

Our coaches have dedicated a tremendous amount of time, effort, and care to create an environment where all players can develop their skills and passion for the game. Their hard work and commitment are evident in the players' individual and team progress. The Elida girls' soccer team has made significant strides since this coaching staff took over the program.

Mr. Monfort and Mr. Jones consistently demonstrate professionalism, fairness, and a genuine desire to see all their athletes succeed. They dedicate countless hours to practices, planning, and mentoring the girls—often going above and beyond what is required. Mr. Jones decided to coach these young ladies, fully aware that it would require him to miss most of his son's soccer games. Seeing these coaches unjustly attacked is disheartening, mainly when the criticism appears to be rooted in personal frustration over a board member's child's lack of playing time.

While it is understood that parents naturally want the best for their children, it is essential to recognize that decisions regarding playing time are the coaches' decisions, with many factors included. Mr. Monfort and Mr. Jones's decisions for the team weren't personal; they were made with the team's best interests in mind. I have full confidence in our coaching staff's ability to balance fairness, growth, and competition for every player involved.

It's unfortunate a board member would use their position to publicly criticize coaches over a matter that could have been addressed through constructive dialogue rather than personal attacks. Such actions undermine all Elida coaches' authority and create division within the community, something none of us want for our athletes.

We as a community need to support our coaches and work together to create a positive and collaborative environment. Our shared goal is to foster a sense of sportsmanship, teamwork, and mutual respect, and we must all set an example for our players in how we communicate and resolve conflicts.

It's saddening that Mr. Christoff's respect has been lost. It's astonishing that we have such an individual on our school board serving our community. He has demonstrated his lack of integrity and is driven by his personal vendetta.

Sincerely,

From a collection of Elida Coaches

To whom it may concern,

This is Olivia Wallace writing on behalf of Bob Jones. I am an Elida Alumni who graduated in 2023, with honors. I was a part of the varsity girls soccer team all four years at Elida and was a starter from freshman year to senior year.

I have known Bob Jones for about seven years now. I tried out for his AC Elite team in sixth grade, when I was new to Elida and he welcomed me apart of his team. Shortly after this I played for Bob through High School where he was my assistant coach. Bob impacted my high school career greatly as a coach. Bob was always pushing me to become better and be at the next level of soccer. To some people, Bob is scary based on his stance and his resting face but that is just because of him being a prison guard. Bob is a very caring person regardless of what some people think, on and off the pitch. In soccer, Bob always wanted to push the team and me to be the best we could, if that meant running till we made the passing drill perfect which didn't take much for us to fix our mistakes, to just pulling me or another teammate aside to help us with a technical skill. He was also hard on us so we worked hard but some people can take this a different way if you truly don't know him at all. Bob being hard on people is his way of helping the team improve or an individual improve. This is Bob making a coaching point or using his loud stern voice(his normal voice) to help explain or fix the mistakes we kept making in soccer.

Outside of soccer, Bob is a great person, he will always say hello when you see him whether that's at the grocery store or at an Elida function, he will make sure to have a conversation with you. Whenever I run into Bob when I am back in town, he always makes sure to ask me how college is going and how soccer is going. As this might not mean anything to him, it does to me, it shows how he cares about his old players and what they are up to. He is also a great person because he is always involved in something in Elida. Bob goes to multiple athletic events such as soccer, basketball, football, etc. in his free time, showing his support for Elida and his players, current or past. If you go to an event, Bob is probably there. Overall, Bob's character shouldn't be questioned, he is a great guy on and off the field/court.

-Olivia Wallace, November 18, 2024

From: Robert Jones <bobmjones67@gmail.com>
Sent: Tuesday, November 19, 2024 8:59 AM
To:
Subject: [EXTERNAL]:Fwd: Reference

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From: **erica moening** <ebmoening@gmail.com>
Date: Mon, Nov 18, 2024, 4:38 PM
Subject: Reference
To: <bobmjones67@gmail.com>

To whom it may concern

I have known Bob Jones for 33 years.

I first met Bob at our church, Lima Community Church of the Nazarene. At that time he helped out as a teen mentor in our youth group and was a coach for the teen

Co-ed volleyball and softball leagues. For many years Bob was a basketball coach for LCCN teens, and men's basketball leagues.

Now that i am older bob coached my daughter in club soccer and has continued on as a Godly mentor and coach even to present day by coaching Elida Lady Dawgs Soccer teams

As long as I have know Bob, I have found him to be of great integrity and upstanding character. He is hardworking, honest, trustworthy and you can depend on him to speak life into the people he works with and the teens he coaches. I will always be forever grateful for Bobs friendship and Godly advice he has given me over the years.

Erica Moening

To whomever this may concern,

My name is Nevaeh Schiffhauer, I am an Alumni at Elida High School, and I was a part of the Elida High School girls soccer program during my time there. I met Bob Jones in the third grade, when he asked me to be a part of his travel soccer team; I am now a sophomore in college. Since then, Bob has been a huge influence on not only my soccer career, but my personal life as well. From the third grade to my senior year of high school, Bob has been my coach for both travel soccer and school soccer. With Bob being my coach, he not only influenced me to stick with soccer, but he created so many bonds for me, with different types of people from all around Lima. He always created the most positive, influencing environment at every practice, league game and tournament game. Bob Jones is hands down the best coach I have ever had.

Bob seen my potential in the game of soccer when I was eight years old and is the reason I was nominated as defensive MVP in both my junior and senior years of high school. Bob pushed me and encouraged me to do my absolute best and strive for those awards. Without Bob, I would not have been the player I was. Bob taught me what passion was and how to be a team player. Through Bob, I have created many unbreakable bonds that I would not have without him and my experiences on his teams. No matter how many times I messed up during soccer, Bob still believed in me; and with his constructive criticism and positive reprimands, I was very easily able to recognize my mistakes on and off the field and fix them with confidence. Growing up, I had no confidence, especially in sports, and it wasn't until I joined Bob's team that my confidence grew tremendously.

Bob Jones, while a bit strict, cares deeply for each and every one of his players and that is apparent at every practice and every game to not only the students playing, but to the fans as well. He is fair to everyone, in terms of playing time, respect and overall coaching. He works

with each individual's weaknesses on the field and coaches them on how to do better and how to be better. Not only has Bob influenced my soccer career, but he has influenced different aspects of my life outside of soccer. When both my uncle, and close friend died, Bob reached out and made sure I was okay and let me know that he was always available to talk and listen. He allowed me to take as much time away from soccer as I needed, and he never made me feel as if I was letting my team down given the circumstances; he's extremely understanding. Still to this day, Bob reaches out to check on me and my college experience, and always catches up with me when I see him out in public.

Bob has had a huge influence on who I am as a person, as he set a good example of how to be a leader and has taught me many valuable lessons for all aspects of life. His daughter and I are still good friends to this day, as well as some of the other girls from both teams I played on, and I would have none of that without Bob; nor would I have the discipline that I have without him. Bob taught me what time management was, as we would run if late to practice, and how to set a good example for others and being a leader. Bob overall was a great coach, and I have never had anything negative to say or even think about him, as I know he would say the same for me and all of his other players, current and previous. Bob is an amazing human, and an even better coach, I sincerely hope the Elida Board reconsiders their initial decision for Bob Jonse's application as a basketball coach. Having him as a coach has been one of my biggest blessings in life.

Best regards,

Nevaeh Schiffhauer

My name is Analei Jackson, and I am a student at Indiana Tech, where I received a soccer scholarship. This was due, in part, to Bob Jones's investment in me. He invested countless hours in me. His primary focus was not soccer but character. He was a pivotal part of my life throughout my school years. I highly recommend him for a position with young people where he can continue to invest in their future.

Sincerely, Analei Jackson

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From: **Julie Jackson** <jackson2810@icloud.com>

Date: Thu, Oct 24, 2024, 5:56 PM

Subject: BJ Letter, unsigned

To: Julie Jackson <jackson2810@icloud.com>, <Bobmjones67@gmail.com>

10/24/24

To whom it may concern:

I have known Bob Jones for over 10 years. I met him when my daughter was young and involved in soccer through ESA. She stayed engaged with Bob Jones through ESA, a local club team (AC Elite), and into her high school career here at Elida Schools.

When I first met Bob, my daughter was young, and I was very cautious about involving other people in her life. He spoke to me about Analei joining with his soccer team, and I said no, as I did not know him. I sought out others in the community who knew Bob and received a glowing recommendation from each person I spoke with. Later, when I consented, I found Bob to be the man others portrayed.

For the first several practices, Analei was overwhelmed and spent most of the time crying beside my side. Bob reassured her to come when she was ready and was patient as she worked through these bumps, not pushing her past her ability to cope. I spent many years watching Bob work with young ladies, trying to find their path. He encourages and expects them to give their best in each situation, growing and changing.

As my daughter became a young teen, Bob's commitment to character development became even more apparent. He

wanted to give the girls on his AC Elite club team additional character guidance. He took time out of his practices to allow me to meet with the girls to do team-building activities and character lessons. On two occasions, at my request, he even shared his own testimony with the ladies.

Bob values hard work and exemplifies integrity. He is a Christian man who has shown praiseworthy standards in his own life. His integrity is unwavering, and I have never observed any questionable behavior throughout my many years of working with Bob. We are blessed to have this man involved in our programming here at Elida. As a professional who works with students daily, I have been involved with many coaches, and I can say Bob Jones is one of the finest.

Sincerely,
Julie Jackson

[REDACTED]
[REDACTED]
[REDACTED]
Subject: [EXTERNAL]:Fwd: Character and coaching reference

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

From: Leni Schaaf <marlenaschaaf@yahoo.com>

Date: Fri, Oct 25, 2024, 8:50 AM

Subject: Character and coaching reference

To: Bobmjones67@gmail.com <Bobmjones67@gmail.com>

To Whom It May Concern,

I am writing this on behalf of Bob Jones. Bob had been my daughter's club soccer coach since she was around 8 years old until she was a senior in high school. She is now 19 and in college. Bob was an exemplary club coach who always put the girls ahead of himself. He had girls from all different schools on his club team (my daughter was from Shawnee). He was fair, knowledgeable, humorous, and caring to all of the girls on the team. He had the same girls for many years and that is an attribute to how he ran the club team. The girls wanted to play for him and didn't switch to other club teams. As a parent, I thought Bob was great with the team! He was organized, conducted excellent drills and also made practice fun for the girls. He had a very good rapport with the girls while maintaining high soccer standards on the pitch. I always thought that he was a fair coach. He did what was best for the team and the girls got along great. In fact, many of them still keep in touch even though they were from different schools!

Please contact me if you have any questions or would like to speak further on Bob Jones character. I can be reached via email at marlenaschaaf@yahoo.com or cell phone at 419-303-6876.

Sincerely,

Marlena Schaaf

Bob Jones was, without a doubt, my favorite coach across any sport (alongside Ed). Playing under him was when I truly fell in love with soccer, and I couldn't be more grateful to him for that. He was exceptionally fair and treated all his players with respect and care. As a coach in a team sport, he understood the importance of making decisions for the good of the team as a whole, always prioritizing players who put in the effort and had the skills needed to elevate the team.

Bob set clear expectations for the team. If we weren't showing up to practices, if our skills weren't up to standard (showing we weren't practicing at home), or if we brought a negative attitude, we wouldn't start. Soccer is a competitive sport, and at the end of the day, everyone wants to win. Bob had a remarkable ability to balance playing time based on both skill level and the hard work players invested in improving those skills.

You could have been one of the top players and a full-time starter, but he would still make you run laps and hold you accountable for improving your skills because he always pushed us to be better. I ran countless laps under Bob, just like the rest of my club team, but I know he was doing it to make us stronger, not only for soccer but for the real world and life in general.

If there had been instances where players were chosen for time spent on the field, regardless of their impact on defense or ability to finish a goal, it would have been disappointing. As someone who invested years into building my soccer abilities, it would have been frustrating to see someone else get equal or even more playing time without the same level of skill or commitment. But Bob understood this and he respected the effort we put in, making sure playing time felt earned, and that's why he earned my respect as a coach and mentor. I wish I could have had Bob as my coach for the rest of my career; the girls at Elida are incredibly lucky to have him.

Ava Schaaf

Date: Monday, October 26, 2024

To: Whom it may concern

I am writing to provide a character reference for Bob Jones, whom I have known for over 10 years as a friend, but more importantly as a mentor to both of my daughters. I believe my insights into their character and values can be of assistance.

Throughout our relationship, I have been continually impressed by Bob's qualities, such as kindness, empathy, and commitment. Bob was willing to sacrifice his own personal time to coach youth soccer. His dedication allowed my daughter's to not only play soccer at a high level but he also taught them how to be accountable and how to be a good teammate.

Bob also demonstrated leadership among the parents. He always provided a safe and fair environment for all the players. At a young age parents had the confidence to leave practice and trust Bob to supervise and coach. He always had the best interest in the players and never put himself first. If it wasn't for Bob's continued efforts, time, and knowledge I'm not sure my daughters would have been as successful as they were in high school. I was lucky to have Bob Jones coach my daughters.

I wholeheartedly recommend Bob Jones as a coach, friend, and mentor. Please feel free to contact me at 567-204-0002.

Thank you for considering this recommendation.

Sincerely,

Jimmy Morris

Shawnee Middle School

3235 Zurmehly Road
Lima, Ohio 45806

Phone 419-998-8057

Fax 419-222-6572

Heather Patterson
Principal

Anthony Cox
Assistant Principal

October 28, 2024

To Whom It May Concern:

It is my pleasure to provide a character reference on behalf of **Bob Jones**. Bob is currently employed by Elida Local Schools as one of their high school assistant girls' soccer coaches. Bob has been on the coaching staff for the past 8 years. He is a devoted Coach. He strives for excellence in every aspect of his life. Not only does he work full time outside of Elida Local Schools, but he also devotes countless hours to Elida High School Girls' Soccer players.

I have had the pleasure of collaborating/working alongside Bob for the past 9 years as he has coached at the club and high school level. Bob was also part of the STRONGER program in which he and other coaches went into area schools and worked with players on their mental and physical strength, along with a focus on leadership skills and character building. Bob is an enthusiastic role model and a dynamic leader during his high school season, past club seasons and during off-season weight room/conditioning.

There is not enough I can say about Bob's character. He consistently does the right thing. He is honest and trustworthy. He treats players, school personnel, coaches, officials, opponents and their coaches with respect. He is committed to greatness on and off the field. He is an asset to Elida Local Schools and their Girls' Soccer Program.

Sincerely,



Caroline S. O'Brien
Shawnee High School Soccer Coach
Shawnee Middle School Teacher

Elida Board Members,

As a 2021 graduate who played four years of Elida High School soccer, I am writing this letter in regards to Bob Jones's character. Bob was my coach those four years as well as years previous through the seasons of Fall and Spring as I participated in travel Elite soccer too. I can confidently say that Bob Jones was the sole reason I played soccer and was active in sports. Bob is someone who I very much respect and someone who I keep close to my heart.

In my final year of middle school I was to choose between soccer or volleyball due to the two sports being in the same season. This was a very difficult decision for me as I felt that I was better at volleyball but enjoyed the girls on the soccer team more. The first time I met Bob Jones was during a summer soccer game on the Elida middle school field. Bob, as the head coach of JV and Elise Jenkins head coach of varsity girls soccer at the time were both there watching to get an idea of who was coming up in the next couple of years to play in High School. I remember Bob's first impression of me was that I was fast. From this point forward, I had gotten to know Bob through several different occasions such as church, travel ball, high school soccer, boys basketball games on Friday nights and being active in the village of Elida. He was the very reason I decided to play soccer in High school instead of volleyball because I knew I would have someone who would make me better on and off the field. I really got to know Bob through all of these important events in my life because he was always there for me. He was someone I looked forward to talking to and catching up with at other sporting events.

Bob is someone who will push you to your greatest potential even when it seems like he is being hard on you at times. I don't think I have ever been in better shape of my life than when Bob was my coach. I learned that Bob is the most honest, kind, caring and motivational person that I have ever met. He became a vital aspect in my life throughout High School. He was

someone who put his time and energy into you on and off the field. Bob was someone who I looked up to and enjoyed being around. He always made me laugh, sweat, grow and be better! He was the first person to check up on me when I had fractured my leg in a game and wore a cast up to my hip. He was there for all of us soccer girls on a spiritual level when we had bible meetings as a break during our time he worked on skills with us outside of the season, at the Axis here in Lima. He was there for my graduation party as well as many other players. He was there to give me a ride to a travel soccer game if I didn't have a ride. He was there waiting to make sure every girl got picked up after a soccer game before he would go home himself. Bob has a great sense of humor as we would always joke around but would zone us in when needed. I could not have asked for a better coach than him.

Bob Jones is someone who I deeply look up to and my favorite coach I have ever had in all of my years of sports. He wasn't just a coach to me, he was someone who I admired. If I could play soccer for four more years of my life I would want Bob Jones. I wish I could go back and play more games because of Bob Jones. I deeply feel as a board you should reconsider Bob as the basketball coach and he will exceed all expectations. He is someone who I would want my kids to have as a coach because I feel that you can not get better than him in any sport! I wish that I could relive the years that Bob was my coach because I hold some of the best memories of my life.

Sincerely,

A former player



Michael Savill

2121 Prairie Rose Drive

Elida Oh 45807

614-506-7019

To Whom It May Concern,

I have known Bob Jones and his family for twelve years as a church member, coach, parent, mentor, and friend. I met Bob through serving the community as a church member. Our kids are similar in age, and we would often see one another at sports events. Bob's family and my family are members of Lima Community Church, and I got to know him best when we served together as church camp counselors. We stayed in a cabin with 10 boys away from home, parents, cell phones, television, video games and air conditioning. Because of Bob's mentorship, patients, servant heart, leadership, and by the grace of God, we had an amazing time. The boys had fun, gained friendships, learned about God, themselves, and felt what it is like to be led by a true man of God.

A few years later Bob coached my daughter Marley in soccer. She had always played volleyball in the fall and hadn't played soccer since she was young. Bob became her JV soccer coach. He invested time, knowledge, and leadership to her and the other young ladies. Matched with Marley's hard work ethic and determination, Bob's coaching helped her to become prepared for the varsity level. More importantly, Marley is a better person as a result of her interactions with Bob Jones. She is now 21 years old and still uses the life lessons she learned while playing sports in high school.

The biggest take away of being coached, mentored, led, and interacting with Bob is that "no one is going to do the work for you." There is no internet, AI, assistant, friend, or parent that can do the work for you. He teaches that an individual must decide to commit, dedicate, and put in the work it takes to attain individual goals. Whether it's a relationship with God, a spouse, a boss, co-worker, or self-help, a person must make a personal commitment to themselves and their team to become successful. This is exactly the kind of leadership that this generation needs. It's what successful companies are looking for in an employee and the kind of individual that our country needs. Bob grows character, hard work, self-confidence, motivated individuals that are coachable; willing to accept feedback and responsibility for themselves and their commitment to the team. I feel personally honored and blessed to know Bob Jones and I am so thankful my kids were coached by him. Please give other kids and parents the opportunity to do the same.

Sincerely,

Michael Savill

10/28/24

To The Elida School Board,

I am writing this letter to express my support for Coach Bob Jones. As a parent of a 4 year high school soccer player I have observed his coaching style and dedication to the players on and off the field. I can confidently attest to his exceptional character and commitment to soccer and to the players.

Coach Jones motivates and inspires young athletes. He commits time not only during scheduled practices but then commits time in the off-season to additional training and foot skills for the players at no cost. He creates a positive, inclusive environment where players feel valued and encouraged to grow. His focus on teamwork and sportsmanship fosters better players and individuals.

In addition to his coaching skills, Coach Jones, exemplifies integrity and respect. He prioritizes the well-being of each player and promotes a culture of hard work and discipline. He has instilled confidence and resilience in my daughter, that extends far beyond the soccer field.

I wholeheartedly recommend Coach Jones for any opportunity he pursues. His passion for the game and commitment to his athletes makes him an invaluable asset to the team.

Thank you for your time,

Jennifer Savill

November 2, 2024

I am writing this letter on behalf of a very good man, that I have known for twenty-five years. Robert Jones has always conducted himself with pride and dignity. I worked alongside him in the Ohio prison system for those twenty-five years. He has always displayed the utmost professionalism and dedication to his chosen career. He and I were fire-arms instructors together for nearly twenty years. It was there that I saw Mr. Jones true passion. Teaching! His desire to teach students that we had on the range was admirable. He would take time to make sure they fully understood the scope of the lesson plans, and would never be too far away, if they would need a little encouraging through a difficult stage of the course.

Mr. Jones was also a member of the ODRC Special Tactics and Response team (STAR). In that capacity, his skill level and knowledge could not go unnoticed.

Robert has never, to my knowledge, been a person to ridicule, disrespect, or otherwise discourage people around him. To the contrary, he found ways to motivate them to achieve what they thought they couldn't.

As I stated earlier, Robert Jones is a good man, and I'm glad to have known him for as long as I have.

Respectfully,

Carl Bendross

Amy J. Jones

From: Amy Jones <ajones3@yahoo.com>
Sent: Monday, November 18, 2024 9:52 AM
To: Amy J. Jones
Subject: [EXTERNAL] Fw: Bob Jones

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From: "Paige Ludington" <paigeludi02@yahoo.com>
To: "abjones3@yahoo.com" <abjones3@yahoo.com>
Sent: Mon, Nov 18, 2024 at 8:51 AM
Subject: Bob Jones

Bob Jones has been not only a great coach but also a great supporter throughout my high school career. When I was able to play soccer he only ever wanted what was best for the team. If he wasn't my coach through high school, I wouldn't be the person I am today. He truly taught me the meaning of hard work. His dedication to the soccer program is unmatched. Even during off season he would take the time and volunteer to have workouts in order to make us a better team for the upcoming season. It would be no surprise in the off season when he would show up to our indoor games on a Friday or Saturday night, not as a coach but as a fan. Everyday we went to practice he would push us to be the best player we could be. When I got injured and had to get surgery, he would always check up on me and never fail to make light of the situation. He always brought out the positives in the worst situations. He supported myself and my teammates on and off the field. Anyone who is able to be coached by him would be lucky. If I never had Bob Jones as a coach I wouldn't be the person or player that I am today.

Sincerely,
Paige Ludington

11/18/24

Chris Fusillo

A.C. Elite Soccer Club

4970 S. Dixie

Lima, Oh 45806

Dear Elida School Board,

I am writing this letter today in support of Coach Bob Jones. I have worked in some soccer capacity with Bob for over 15 years. He has coached or trained multiple teams I have been associated with, including Shawnee Boys and Girls Soccer and A.C. Elite Club. Bob has always been a reliable and respectable coach, role model, and motivator. The success of the players he has coached is a direct reflection of the work ethic he displays and expects.

As a parent to some of the players at these trainings I always appreciated the intensity and passion Bob displayed in "Getting the best" out of my kids. We appreciate hard work and the concept that nothing is handed to you. Bob assisted at instilling that through application in these training environments. They were tough, my kids weren't always happy, but the end result was confidence and success.

In my opinion Bob is a good man who dedicates his time to the betterment of others. He commits not just to his own kids, but to a community of kids. He has made a lasting impression on several players throughout this area and is a key component in the success that our local schools and club teams have had.

Respectfully,

Chris Fusillo

A.C. Elite Soccer Club

10/24/2024

to: the board

From: Gianna
Gudakunst

The reason Bob Jones deserves the basketball coach, is because he has the qualities of a coach. He will push you in ways he knows to make you the best player both you & him know you can be. Bob cares for all of his players more than anybody else. He has helped the soccer team in so many ways, & has all aspects of a great coach. He makes the best relationships with both the players & the other coaches. Bob knows what he's doing when it comes to being a leading & caring coach. For example he is one of the many people that have helped me become the player I am today. Therefore, this is why he could lead the the basketball team in many ways.

Bob Jones deserves this spot as the coach because he will treat every player with the help & respect they deserve.

Sincerely-Gianna Gudakunst

Amy J. Jones

From: Amy Jones <abjones3@yahoo.com>
Sent: Sunday, November 17, 2024 10:07 PM
To: Amy J. Jones
Subject: [EXTERNAL]:Fw: Bob Jones - Coaching reference

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----- Forwarded Message -----

From: "Jackson, April" <April.Jackson@crl.com>
To: "abjones3@yahoo.com" <abjones3@yahoo.com>
Sent: Sun, Nov 17, 2024 at 10:03 PM
Subject: Bob Jones - Coaching reference
To whom it may concern,

Mr. Bob Jones has been the JV soccer coach for our daughter for the past 3 years. This year, she was awarded the most improved player and part of that is due to the coaching and mentoring that Bob invested in her. He has always shown a high level of professionalism and in return our daughter highly respects him as an athletic mentor. We would support Bob as a coach for any sport. Elida is lucky to have a man, parent, coach, and mentor that wants to encourage our youth.

Warmest Regards,

April Jackson
(419) 771-3895
april.jackson@crl.com

*Please excuse typos, message sent from iPhone

[REDACTED]

From: [REDACTED]
Sent: Sunday, November 17, 2024 10:07 PM
To: [REDACTED]
Subject: [REDACTED]

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----- Forwarded Message -----

From: "Angie Anthony" <angieanthony521@gmail.com>
To: "abjones3@yahoo.com" <abjones3@yahoo.com>
Sent: Sun, Nov 17, 2024 at 12:00 PM
Subject: Bob Jones

Hi

We are serving a character references for Bob Jones.

Our daughter has been involved with the Elida soccer program over 12 years. It is because of the coaches of why she plays.

Without the support and dedication and service that our leaders like Bob Jones takes upon himself for our young players; there wouldn't be a successful program.

A coach is a coach is a coach, but what separates the good ones from the great ones are what Bob has done for these young girls and women of Elida. There are very few people who could do what he does outside of the 'job' of being a coach. The time he puts into training and mentoring them outside of the the regular season is amazing. All volunteering his time and commitment. This is why Bob is a GREAT one. He is selfless and puts his players first.

Our daughter wouldn't be a part of the program without him.

Please reconsider him for future endeavors. Our young athletes not just want him but need him. And he deserves it.

Angie & Matt Anthony
Brooklyn, Junior

Amy J. Jones

From: Amy Jones <abjones3@yahoo.com>
Sent: Sunday, November 17, 2024 10:08 PM
To: Amy J. Jones
Subject: [EXTERNAL]:Fw: Bobs Personality Letter

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----- Forwarded Message -----

From: "Brooklyn Anthony" <brooklyncanthonny@gmail.com>
To: "abjones3@yahoo.com" <abjones3@yahoo.com>
Sent: Sun, Nov 17, 2024 at 12:00 PM
Subject: Bobs Personality Letter

Bob Jones has been one of my favorite coaches on the staff, from his great personality to his coaching methods. I've known Bob since middle-school & he has always struck me as a good coach. If he sees something wrong he will pull you aside & try to help you understand the game. He always tries to help the team be as best as possible & always has faith in us as a whole. Bob is a key part of the team, laughing & getting along with all the players I have seen. When Bob arrives at practice me & my friends always get a smile on our face because we just enjoy his presence. Over my high-school experience I can say that Bob Jones is my favorite coach on the team & it would not be the same without him.

-Brooklyn Anthony

To whomever this may concern, I am writing this statement to prove that Bob Jones is the definition of what it means to be a coach and to even question his ability or his character is completely a mistake.

Bob has coached me in soccer since I can even remember. He was my coach for both club soccer with A.C. Elite and high school soccer at Elida. When I first started playing club, I was nervous I wouldn't fit in, or the girls wouldn't like me because I joined their team later. But I do not remember a single second where I didn't feel a part of the team because of Bob. He made sure we all treated each other the same, and that nobody was ever left out. Not only did he create a soccer team, he also created a group of girls who will forever have long-lasting friendships and always have each other's backs no matter what.

When Bob coaches, he doesn't just coach soccer, he coaches life lessons. Some of the most important things I have learned are from Bob. Every practice he would set time for us to learn a lesson for the week and journal how to improve and how to be better in life. He taught all of us that school always comes first, and we needed to work just as hard in school as we do on the soccer field. He taught us grit. To never give up and work hard for what we want. I believe my hard-working perseverance comes from being coached by Bob. He always taught us to look at the glass half full and not empty, to always be positive, and that 98% of the game is mental. I could go on and on about the life lessons he taught all of us. As much as it takes for you to realize he is an amazing coach!

I also coached the JV with Bob at Elida. One thing he taught me that I will never forget is that as a coach you must look at the individual separately with how they learn best and understand how they can best be coached without shutting them down, whether that be constructive criticism or positive reinforcement. I believe that is how each player he coaches gets better and improves over the years.

Lastly, Bob has a long-lasting impact because he cares deeply for each of his players even after he is done coaching them. He never passes without a smile and asking how you are doing. I know I can always count on Bob to be there for me and if I ever need anybody to talk to or need advice it would be him. Bob is the exact definition of what it means to be a coach. He has had such an impact on people throughout multiple years even before I was born. I hope after reading my letter and multiple others that you understand it is a huge mistake you even questioned his character or ability as a coach and to rethink your decision.

Lacie Moening

Elida School Board,

This letter is in reference to my experience with Bob Jones. It has recently come to my attention that Bob has applied to coach an additional sport at Elida and some negative things were said about him. I felt compelled to share my experience. Bob Jones has coached my girls in Soccer for 5 consecutive years, as well as, did some training with my oldest daughter during Kuhn's class her Freshman and Sophomore year. We have 7 total years of coaching experience with Bob.

My girls have never had anything negative to say about Bob. They have respected him from the beginning, knowing that he will be the coach who pushes them to be their best. Were practices with Bob always easy? No. Were there complaints about working hard? Yep. Did it help them grow mentally, physically, and as an athlete? It absolutely has.

One of my daughters is not athletic at all, one was a good athlete, and one is an exceptional athlete. I did not raise entitled kids. They know sometimes their playing time or position isn't going to be what they expect; which can be discouraging. Many coaches *won't* have the difficult conversations, leaving the kids wondering why they aren't on the field, or what they need to do better. Bob has always been up front with the girls about their strengths and weaknesses as an athlete. There are no surprises. My girls respect that.

Not only does Bob coach the girls during the season. He then volunteers his time in the off season to help train and get the girls additional touches. He personally arranges a time and place and organizes those practices for the girls- taking time away from his own family during his time off from work.

In the winter, my daughter played indoor at Apex. The high school girls played on Friday or Saturday nights. Bob would contact the parents for a schedule and chose to show up in his free time to support the girls. Whenever I have seen Bob outside of soccer, he is always excited to talk about the kids, the team, and the growth he is seeing.

My daughter, unfortunately, tore her ACL her Junior year and then re-tore prior to the first game of her senior year. Bob was on the other end of the line THE ENTIRE TIME. Checking up on her. Making her laugh. Bringing light to the situation. Bob and Mitch both encouraged her to remain part of the team in some aspect throughout her Junior and Senior year.

Bob pushing the kids to be the best athlete they can be is what makes him a great coach. His communication with the kids, having the hard conversation about what they need to work on, is what makes him a great coach. His willingness in the off season to give time to the kids and facilitating additional training is what makes him a great coach.

Any child who has the chance to be coached by Bob will be better for it. If they do not know it now, they will look back and appreciate it in the future. I know my girls do!

If Bob Jones is willing to give his time to more athletes at Elida, it would be nothing short of a disservice to the kids NOT to approve this position.

Sincerely,



Kendra Ludington