



July 15, 2020 Meeting Minutes

Board Members Present: Ashley Miller, Ben Stovall, Jack Estes, Lisa Joachim, Jon Lewis, Chris O'Neal, Joshua Wooley

Not Present: Charlie Turk

Guests Present: (in person) Chad Arnold, Russ Simnick, John Shearin, Logan Fulford, Xavier Medina, Evan Shearin, Juston Miller, Mark Jones, Steve Lunsford, Mike Shaefer (virtually via Zoom) Ryan Owen, Matt Crouch, Jeffrey Hambrick

Names in parentheses indicate: (the person who made the original motion, the person who seconded)

Official meeting called to order

Secretary's Report – Approval of agenda (Jack, Chris) and minutes (JLew, Josh)

Archivists' Report - (John S, Evan S) - John gave a PowerPoint to show how the President's Wall can look digitally. He mentioned that eventually there will come a point when the club will no longer be able to physically display all the photos. The photos will all be saved digitally for prosperity. It would be nice to have bios for each president, but the information is not available for all. One possible place for the display would be the NW corner of the cigar room. We could purchase or repurpose a smaller screen for the display sourced from a USB. Other places were suggested and it could be combined to also show our events calendar in an alternating display. Evan mentioned prices were reasonable for a small display. Discussion brought up that it should not be in a high traffic area outside. It could also be interactive.

Motion: The Infrastructure Committee take John and Evan's recommendations into account and find a suitable place and method to display the past presidents' pictures with the assistance of the technology committee to provide a final proposal before the next meeting. (Ben, Josh)

Committees

Entertainment (JLew) - Mentioned that the originally planned Grand Antler party had been cancelled. The POY Award Dinner will be August 28th (actually August 29th) and start at 6PM. A Garage Sale Party was planned for August 1st. It was mentioned that we should auction off an antique porcelain refrigerator that is not being used and currently occupies the basement. A motion was made to include it in the auction, but it was decided that due to its value it could be sold outside the club separately for more money. Chris volunteered his service to research the price of the item. The President's Ball will be September 19th and it will have an 80's theme.

Capital Improvement - No report since Charlie was not present.

Bylaws and Election Rules (Ben) - Mentioned the employee handbook for which Lisa sent out a proposal. Discussed the election committee. Mark mentioned this was the last day that the board can

approve new members who can vote. The bylaws that were changed last June state that any new rules regarding the election must be approved 90 days prior which meant that anything not resolved tonight must be done by August 2nd. He mentioned the committee's following proposals. A list of people who can vote will become a poll book that will be kept behind the bar. This will be signed when you vote. The last day to add your name to the candidate list will be Friday, October 2nd. The following Monday the list of eligible candidates will be posted. The following week the ballots will be printed. A non-reproducible seal was proposed to emboss and paginate the votes so they can be tracked. Saturday, October 17th would be the day for on site and absentee voting to begin. This would coincide with the special election board meeting. Friday, October 30th would be the last day to accept absentee ballots. Saturday the 31st would be on site voting only from 11-3PM. Make the announcement of the winners by 4PM. A discussion arose about changes to the dates/times to allow for mail to arrive and candidates to announce before the following board meeting. Also discussed was the time allowable to vote (one or two weeks) and the security of allowing bar staff to monitor the process. Whether to use envelopes to enable better privacy was discussed. There was concern of overburdening the bar staff with the process. It was suggested that the candidate forum be held before the voting process begins. A proposal was made for a special meeting to be held on July 31st so that the changes suggested could be made and enabled in time before the deadline.

Motion: Accept the schedule as presented for the election timeline with 9/01 notice of election date to be moved to 9/16. (Ben, Jack) Motion passes 6-1.

Motion: Have an emergency meeting on 7/31 to discuss and approve election rules. (Ben, Jack)

Tech Work Group (Jack) - Nothing to discuss. Will work with the archivists to digitize the President's Wall.

Membership (Lisa, Chris) - Discussed the expansion of membership levels. The committee had met a couple of times. A business membership was proposed with the purpose would be to increase daytime revenue. This would also apply to those who live out of town, but have a business interest here. This might entice them to become full time members. Now that we have more space to be utilized we could offer this for businesses to meet. This would also focus on those that already pay us for parking during the day. The membership would only allow access during certain hours in the day. It would be a non-voting membership. They now would also have access to better wifi and technology. This would not be open to businesses, only specific members. This discussion was tabled until later.

Restaurant Operations and Hiring (Josh) - Charlie reached out to a chef who made menu suggestions and mentioned items we should drop. Two candidates were interviewed for bar manager and one was interviewed for kitchen manager. These positions will replace the old general manager position and will be working positions. The bar manager will work four 10 hour days - Monday through Thursday and have to sub in for those who call off. They would be expected to work events. Both would be full time positions. Two candidates for the positions were Richard Fitch (kitchen manager) and Sara Antele (bar manager).

Motion: The salary for the bar manager to be 32,500 annually plus 3% gross profit (income pertaining to the bar - liquor, beer, tobacco, wine etc not from pull tabs) minus cost of goods sold and staffing. Plus another annual bonus as defined by the board. Plus 7 days PTO. Plus \$250 quarterly comp budget that can be used at their discretion, but that will not accumulate if not used which is to be used to further the club. Tips are only eligible when working alone. (Ashley, Lisa) Motion passes with one abstention.

Motion: The salary for the kitchen manager to be 40,000 annually, the same 3% commission as with the bar manager position, but calculated from the sale of food. Same quarterly comp with the same stipulations as the bar manager position (except tips) including PTO. (Ashley, JLew) Motion passes with one abstention.

Motion: Break for 10 minutes. (Ashley, JLew)

Motion: Table new business until next meeting. (Ashley, Chris)

Motion: Establish the role of Sergeant at Arms. The position will be appointed at the next board meeting. The position is to maintain order during proceedings. They will maintain rule, decorum and be a resource for parliamentary procedure. (Ben, Ashley)

Treasurer's Report (Ashley) – Discussed the financials for the month of June. Despite the setbacks for the month there was a net income of \$1000. We paid off our line of credit. Discussed the use of PPP money and that we had 24 weeks to use it. Discussed the \$10,000 EIDL money that we received. The net income received did not include that money. There was a bonus of \$2,550 that was distributed amongst the employees from prior donation money. Maintenance went up but was partly due to an air conditioning expense. Talked about other expenses of which some were due to COVID.

Motion: Approval of Treasurer's Report. (Ben, Josh)

President's Remarks (Ashley) - We are good!

Club Operations Report (Ashley) - We are operating!

Vice President's Report (Ben) - No member's comments appeared in the Comment Box. There were five new applications for membership. All were validated. They were: Jay Alexander, Scott Carey, Michael Kirkman, Bob Brown, Joseph Abercrombie

Motion: Approve new members. (Ashley, Lisa)

Motion: Move the bike rack to the Membership Committee. (Lisa, Chris)

Guest Comments: Chad wanted the minutes to get out on a timely basis. He also inquired about the newsletter since one had not been issued for a while. He was assured he would get credit and could bring it up with the new bar manager. He was thanked for his donations and for giving us a board table. Russ said he was part of a grassroots movement whose purpose is for the club to have a rotating tab for a "lawn mower" beer for \$3 for the day. He quoted Tom Sutton who said it would be a gold mine. The math is not in dispute and people like nostalgia. It would also be democratic. It would bring new members into the club. He started naming members who supported the idea. Ashley made a presentation in rebuttal. She gave a detailed price analysis that included cost, spillage, fixed expenses and average sales. The calculated price was \$2.67/beer, but compared to funds needed for the club and current business decline it's not fiscally sound at this time to do. Russ disputed the information that was presented. Juston was happy that Russ was engaged and that at some income point we may be able to do it. Chris suggested we could table the discussion for now.

Motion to adjourn: (Ashley, Jack)

Motion: Move to executive session. (Ben, Ashley)

Motion: Move out of executive session. (Ashley, Jack)