Board of Directors Meeting

Aug. 25, 2016 1803-2011

The members were called to order and the Pledge of Allegiance was recited.

Roll was called and the following members were present:

COB Kevin Ferguson, Vice Chair Chuck Aubrey, Ladies Aux. Billie Coon, Sr. Vice Cmdr. Jed Fall, Jr. Vice Cmdr Jim Mccloughan, Sgt. at Arms Jim Montgomery, SAL Steve Hamilton, Adjutant Tom Breen, Members Present: John McCormack, Greg McCormack, Michael Kinney, Glenn Higgs, Ben Newton and Terry Gregory.

A quorum was declared present and the meeting was convened.

The minutes of the last meeting were reviewed and a motion to accept them was made seconded and passed without objection.

Finance report: Mr. Aubrey gave the report a copy of which is attached to this report. A motion was made to accept the report, it was seconded and passed without objection, pending an audit.

Bar Manager's Report: Mr. Ferguson stated there was a bartender's meeting and the general consensus was they did not like the new pourers on the bottles. They believed their customers were not getting the proper amount when used. Ms. Gregory was dispatched to retrieve a bottle and demonstrate that the proper amount was being dispensed when used

properly. The demonstration showed that the pourers worked, however, Ms. Gregory did make the point that the pourers had to be cleaned at least once a week or they would stick. 75 pourers for $304.00.

A discussion ensued over the amount of shots out of a bottle. Mr. Fall opined that if properly poured there should be 19 shots in a bottle. Mr. Ferguson who is the acting bar manager stated that any bar that is successfully ran will get about 17.75 shots from a bottle and in his opinion if we get 17 that would be great. He said that lets the bar make a profit while satisfying the customers. He stated that a bar can actually be a little liberal on its "high end" liquor (15 shots) because a bar actually makes its money on well drinks and beer. Mr. Ferguson said that the bartender's meeting the bartenders wanted the bar set up the old way he agreed because only 4-5 times a year the bar has two bartenders. Mr Ferguson then asked if there was anything about the bar manager's report. Mr. Fall asked if there had been any trouble in the bar. Mr. Ferguson stated that Bret had taken down a poster that Ms. Terry Gregory had put up and when Mr. Ferguson confronted Bret he admitted he had taken it down and asked if she had permission to put up her poster, She didn't have the permission, and that she took down a poster that Bret had put up and that he did have permission. Mr. Fall then read a report from the past that a legion member had taken down a poster, defaced it then put it back up. He was suspended for 30 days. Mr. Fall then stated he believed that Bret should face the same consequence. Mr. Ferguson agreed and started to make a motion to suspend Bret and Terry for 30 days. Mr. Fall took the floor and quoted from the board of directors handbook "The duties of the Board of Directors: 'Supervise and maintain the Legion home grounds and make an annual inventory report to the Post of all properties, equipment,furniture, fixtures...etc. and supervision over all social events held at the Post. Promote activities of the Post home and to raise funds to keep the Post solid and supervision over all salaried employees'." Mr. Ferguson agreed and attempted to make a motion concerning the double 30 day suspension.

However, a discussion ensued again, between Mr. Fall and Mr. Ferguson over putting up and taking down signs. Mr Ferguson again said as far as he's concerned if one get 30 days both get 30 days. Mr. Fall then went in a completely different direction, telling Mr. Ferguson you got a problem in that he told my daughter to "get a life, go fuck yourself." and as far as Mr. Fall was concerned "that's sexual harassment, I think she ought to bring a suit." Mr. Ferguson if that's what she thinks she has to do, but you (the board) told me to handle that bar the way I see necessary and fair is fair both took down each others signs so if you want 30 for him she gets 30 also. Mr. Fall I'm not asking 30 for him (her Terry) I'm asking 30 for him (Bret). You make the motion! Mr. Ferguson started to speak but whatever he was going to say will remain a mystery...in this sordid story because Mr. Hamilton was recognized and he then went over the sign and phone caddy and that it was torn down. He explained the video that he, myself and Mr. Ferguson watched and stated he wasn't concerned about it but is now because the phone caddy that was torn down was there for the Commander, Adjutant and the rest of the board members and that signs were taken down without permission (sound familiar?). Again Mr. Ferguson took the position that as bar manager he did what he thought was best. Ms. Coon then took the floor and made a statement saying only three people here has seen this video. Mr. Fall interrupted saying "let's go see it then." Ms. Coon reminded him that he is not the chairman and that's up to Mr. Ferguson to call a meeting to do just that. She then made the statement that the Kitchen is doing "just fine." Mr. Ferguson made a motion to accept that statement as the kitchen report, it seconded and passed without objection.

Mr. Glenn Higgs then asked for the floor and made a complaint that for some reason there is no caramel corn available at the bar any more he was told that the reason was it was too expensive in that it costs $1.69 a bag and sells for $1.50. To which Mr. Higgs stated He didn't care what the price was he would like it back. Editorial note caramel corn is now back at the bar.

Mr. Fall then took the floor and stated to, Mr. Ferguson you volunteered to do the bar manager's job to which Mr. Ferguson said yes he did. Mr. Fall continued saying that he found out that Kathy Ferguson is now working 30 hours a week instead of the allotted 23. Mr. Ferguson told him "let me explain this 'again' to you. Kathy works for Mr. Aubrey and Mr. Sullivan I do not monitor her that is not my job." Mr Fall asked who is doing the ordering Kathy or you? Mr. Ferguson told him he is doing the inventory and ordering and she does come in here to help the adjutant. Mr. Fall then stated I suggest you get somebody else in here to run the bar because you are running out of everything here you are out of Old Style on tap now and you are running out of Jim's Pabst Blue Ribbon, you don't seem to know what you are doing." Mr. Ferguson then asked Mr. Fall " have you noticed your never happy about how the bar is being run? Every time you come in here you draw the meeting out for another 30 minutes. Have you ever noticed that? Mr. Fall "yeah." Mr. Ferguson "ok." Mr. Fall "you start doing something you are suppose to do, you report to the board." Mr. Ferguson "and like I said I just reported to you." At this point the Adjutant made a statement ending the bickering. I think (hope). Mr. Ferguson then assured the board he would take care of the bartenders staying late and breaking any rules. He continued giving a report on the amount of complaints about service at the bar. He said that is one of his priorities as a bar manager ie., customer service. Mr. Fall AGAIN brought up sign in the bar!!!. Mr. Ferguson said it is his job to ok any sign put up in the bar and he will handle that responsibility. The adjutant asked Mr. Ferguson, if someone wants to put up a poster or sign they have to go through Mr. Ferguson and was told yes that is the procedure. The adjutant then confessed that he put a poster on the front door to advise veterans of a VA "stand down" meeting that gives advice to veterans on how to access VA benefits. Mr. Fall interrupted, saying you shouldn't have done that. The adjutant stated that he would suspend himself for two days...starting RIGHT NOW, while offering his duty to anyone who take it. He was turned down and then received retroactive permission for the poster. Mr. Fall then brought up the hiring of a full time bar manager. Mr. Ferguson said he and Mr. Aubrey are

going to work on that after this meeting. Mr. Fall opined that the board should do the hiring to which the adjutant suggested to let the bar manager and Mr. Aubrey work on the project then bring that to the board, to which Mr. Fall and the board agreed. Mr. Ferguson the asked, again, if there was anything else about the report? Mr. Fall brought up the opening and closing procedures book put together by Ms. Terry Gregory an argument ensued between Ms. Gregory and Mr. Ferguson over the amount paid to Ms. Gregory for putting the book together. It was Mr. Ferguson's contention that he had paid her what she wanted (8hrs.) the problem evidently was it took more than that to finish the book and she also incurred additional costs buying the binders to put her work in. Mr. Ferguson and Ms. Gregory settled on an additional 20 hrs pay to compensate her. Ms. Gregory then gave a synopsis of the book.

Old Business: Mr. Hamilton gave a report on the situation of replacing the windows in the bar. He said that the window company came in started the work and after 15 min. Left and hasn't returned. A motion was made to get a new estimate for the windows. It was seconded and almost voted on. However, before a vote was taken, Mr. Fall brought up the condition of the carpet in the bar area saying it was deplorable. Mr. Ferguson asked Ben Newton to report on the carpet. He said just the bar area would be about $1700.00 and $3000.00 if done in sections. Mr. Fall opined if someone trips and gets injured the first thing the insurance company will ask is why the carpet wasn't replaced. Mr Aubrey then asked anyone on the board to submit any information they have on Angie Smith in that he needs all he can get to combat her unemployment compensation. He also reported renting a post office box anonymously to accept applications for the bar manager's position. And the ad posted is a blind ad so as not give away the position is for the Post.

The surveillance camera's were brought up and Mr. Ferguson stated in an attempt to save money he has a chance to use camera's donated by a member, John McCormack and his dad Greg to save the post $700.00 it

was decided that when the cameras get here and they are not compatible with the system we will pay the the $700.
Mr. Montgomery brought up the condition of the flags at the memorial stating we have been discussing them for quite a while. Mr. Hamilton stated that a couple days ago a veteran came to him with a flag box containing a flag and told Mr. Hamilton that he noticed the flag outside was tattered and this flag flew over his ship the USS Santa Barbara and that flag is the one flying now. It was reported that the service flags are also being replaced.

New Business: Mr. Ferguson reported that thanks to the new bartenders 50-50, the Son's efforts for the purchase of an AED, He thanked Ben Newton and the Sons of Legion donation there is over $600.00 in the AED fund with a goal of $1000. It was revealed that the Sons will do another dinner for the AED fund.
Mr. Hamilton then stated he knows of a person that wants to donate a car to the Post to give to a veteran that may be in need of a car. This was deemed to be a good idea. Mr. Hamilton the put forward the idea of starting a Bingo night stating there is bingo equipment available to us and that the nearest bingo night is in Paw Paw and it should be open to the public. The board generally thought this to be a good idea. A motion was made for Mr. Hamilton to look into a bingo night was made seconded and passed without objection.
Mr. Ferguson explained why he is starting to keep some inventory items low, because we are coming to the end of the summer season soon and business will drop off. Mr. Ferguson then had the adjutant read a letter from Cmdr. Wakild, a copy of which is attached to this report, the letter outlines a confrontation with a former employee Darcy Hager and her husband Jim Hager. It seems she threatened another lawsuit because her son has not received a letter of recommendation that he was promised and has not been able to get into college because of that. Cmdr. Wakild wanted to pursue banning her and her husband. Mr. Aubrey is going to take the letter to the attorney that represented the Post in her lawsuit and get advice

on how to handle this situation. It should be noted that there is a possible forged letter by Darcy and possibly and covert recorded conversation mentioned in Cmdr. Wakilds' letter to the board.

The suggestion box was opened and the suggestions/complaints were read by the adjutant and copier are attached to this report. Mr. Newton the suggested the Post renew its subscription to the Palladium Herald and ket butt kits for the area outside to cut down on cigarette butts on the grounds.

Mr. Ferguson then polled the board if anyone had any additional business to bring before the board. He then brought to the board's attention the fact that there is going to be live entertainment at the Post on Sept. 10. The meeting was brought to a close.

Respectfully submitted,

Thomas Breen

PS: editorial note there is still an outstanding motion before this board???