

Date: September 9, 2019
Call to order: 7:03PM

Members Present: President Laura Dunagan, Vice President Justin Cumley, Treasurer Maynard Cowan, Secretary Courtney Foster. Directors Ken Hargis, William Fitzpatrick, David Hayden, Sarah Blanton, Adam Gates.

Also Present: General Manager Shaun Gay

Reading and Approval of Minutes: Ken motions to approve the minutes. Seconded by Adam, motion passes.

Officer's Reports:

President's Report:

--Nominating Committee: It's that time of year! The committee needs to present a group of nominees who want to run and will be committed. We need a sign up board no later than 45 days before the election, though the committee needs to be formed 60 days out. We have a month to form this committee and get the ball rolling. Emphasis on reliability. David Hayden volunteers and will start working on putting this together.

--Survey Questions: It's also time to send out our survey for the year. Laura wants to take the same questions from last year, though maybe simplifying a few things that we've already gotten answers to. We should all be thinking about some things to possibly add. Courtney wants to ask what the general membership thinks of our new membership tiers. Send questions over to Laura. Laura will send the board the sample questions for review before sending it out.

Vice President's Report: Nothing to report.

Treasurer's Report: August bar income was much higher than August last year. Bar rentals and club memberships are way up. Total income is up by about 38%. GRT and Cost of Goods expenses are both up because we've been making more money. Our liquor costs are much higher than our beer costs because we've been selling much more liquor. Our gas bill seems a bit high, this might be a miscoding, Shaun and Maynard will deep dive this separately. Most other expenses are in line. There is a donation that we made to one of our members who had recently passed away. We are fantastically in the black.

For the year so far, we're up \$40K in income. Great job everyone.

Secretary's Report: Courtney has a new job, and a new email. So don't send anything to the Alibi address. Courtney will get her new email to Ken and also send along the updated minutes with help from Laura.

Manager's Report: Personal Invitational was not as well attended as the last one. We can do a better job at promoting these things.

Shaun and Veronica are tired. They're strained as a two-person team and could use help. Even if it's just a barback to walk around the club and make sure that people are adhering to club rules on the premises. Shaun wants to be able to offer \$10/hr and a 10% tip out, but there's a bit of a back and forth because that's what we pay our Assistant Manager. While this is valid, it's a thankless job and will be hard to entice someone to take this position up. Shaun doesn't want a high turn over rate, and that's what he's worried about. Shaun thinks it'd be about a 15 hr/week job. There're talks of training Veronica and getting her knowledge up to speed to justify a pay raise—not only will this help the entire staff, and Maynard, it will potentially open up having our hypothetical barback to earn the wages suggested by Shaun. Shaun advocates that, not only will this person be operating as a barback, they can take on other deep cleaning projects, help with events, be a potential on call person, and keep up the general wellbeing of the club that's otherwise a time strain for our current staff.

Adam makes a motion to pay this incoming barback the \$10/hr and a 10% tip out. Seconded by Maynard, motion passes.

Shaun brings up, again, our Social Media and the lack of movement. He apologizes. Ken, Shaun, Courtney, and Laura will meet this Friday at 6PM to go forward with this.

We didn't have a whole lot of events this month, though we did have a pretty successful wedding. Laura would like to advise Shaun to staff the front entrance with Board Members or other volunteers to make everything go a bit smoother.

As far as the current movie that will be filming here goes—we're going to get \$5,500 for both nights, on top of our employee's wages, lost tips, and potential taxes. By Friday, our club will be back to it's original look and everything should be back to normal, barring an "act of god".

Break at 7:59PM

Reconvene at 8:06PM

Committee Reports:

Art: There's been a sampling of the upcoming show up for the last few days, though it has had to come down for filming. Sabrina, Dave, and Ella will have their official opening this Saturday, the 14th. Justin is finding people for October and December, and Ken has submitted an application for someone for November.

Buildings and Grounds: Shaun had mentioned that it's been a busy month. Consequentially, some things that were on our list didn't happen. We are keeping on top of the hidey hole issue and other smaller tasks. David is working with Shaun to address some minor issues with our outdoor furniture. David has been talking to the membership about some of the changes that have happened, specifically with the Green Room becoming the Red Room. David makes a motion to keep the red color. There's some discussion, but with some back and forth, it's understood that it's in the film crew's contract that they have to repaint the room anyways and it will go back to a nice green. We could also put this paint scheme on the survey. David withdraws his motion.

Shaun brings up a couple of things that we've talked about in the past but haven't gotten done. Shaun will work with David to make sure these things move forward. Shaun also wants to push towards pulling the trigger on the bar cabinets

Web & Media: Ken has nothing in particular to report. Though he does want to update the "Artist Agreement" that's being presented to the public and needs updated club hours from Shaun.

--Operations Manual: Laura wants to update our Operations Manual that is posted on our website. She really wants to make sure that the jobs for committee heads and other employees and board members are up to date. Courtney will take the manual and give it a look over and bring it back on Friday.

Social: We may want to make another post about our closures due to the filming.

Membership: New members—17. Renewals—14. The artists showing this month are special, monthly members for their show, Justin will get this. At the end of the month, if everyone is approved, we'll have 272 members.

ER doctors are not qualified as a "First Responder". "Pre-Hospital" and "Dispatched" is the key in this definition. Shaun wants to know if we need a badge number or a certificate to verify their status. Maynard thinks it's up to the membership chair and the board to decide this.

There's a question about a certain incoming member who claims he's a communicator but it looks a bit muddled. The board is in consensus of his claimed status.

--Member JH: Last month we've discussed this member and decided not to let him renew. Upon further thought, Laura thinks we need to recap and reevaluate. This person was a member for a long time and is currently in the process of going through court charges for sexual harassment. This is not something that he's been convicted of, none of us were witness, and it didn't happen on club grounds. She references the constitution and it seems that it doesn't say one way or another that we're allowed to re-vet a person who has lapsed without a board action. Adam wants to know if this person could potentially pose a danger to the club or the membership in general. Laura can't say for certain and feels like this is an answer in itself. Ken says that if you've lapsed in membership for a certain amount of time, we can make him reapply as a new member. Laura says that, while they need to pay a reinstatement fee, the constitution doesn't explicitly state that. There are talks about potentially amending this in the constitution. If we want to move forward with an amendment, we need to figure that out and decide by next board meeting whether not to present this to the general membership. Shaun brings up that there's a reason why we vet people, and that it's our prerogative and duty as a board to make sure our members feel safe. He notes that the fact that we've brought this up more than once now, makes it an issue. Adam states that if we set this precedent for this potential member, we need to be prepared to do this for other potential members. Ken says that, unless we decide to take a board action, without a conviction or an on grounds complaint, we might not be able to do anything about this. Will is playing devil's advocate and wants to remind us that there's two sides of every story, this is still in litigation and therefore, he's innocent until proven guilty.

David thinks it's better to ere on the side of caution, and not approve his membership. Adam wants to know if we can wait on the decision of his lawsuit. There is no provisional memberships, this is not an option. Courtney wants to know that if we approve his membership now, and he's eventually charged and convicted, if we can revoke his membership. Ken reminds us that that's an option, but we will still have to take a board action at that time. Maynard would like it to be noted that, as far as the club goes, this person has always been a member in good standing and has never trespassed on club property. With our constitution, as it stands, there's no reason he shouldn't be accepted as a renewal back into the club.

Courtney would like to make a motion to accept this person as a renewal member and, pending the litigation, their status will be reevaluated. Seconded by Will, motion passes.

Ken would like to motion to consider as a board to make a change to the constitution that membership lapsed for more than 12 months have to reapply as a new member. In discussion, Will motions to table that for next meeting. Seconded by Maynard, Will's motion passes.

Ken motions to approve all incoming members. Seconded by David, motion passes.

Unfinished Business:

Events: Nothing that we haven't talked about already.

Unfinished Business:

Liquor License: Laura is in contact with Charmaine and everything is in the works. Laura needed to send extra minutes but everything is on track. We have until October 31st. We did pay the higher fee for the extra members, but our new members paid for that fee already. It was a good move.

New Business: No new business.

Adjourn: Ken motions to adjourn. Seconded by Adam, motion passes. Meeting Adjourned
9:08PM