

Minutes
New Deal Café Board of Directors
Regular Meeting
October 21, 2009

Present

Board: Terri Rutledge, Bill Wilkerson, Don Comis, Mike Stark

Audit Committee: None (Ed James had to leave after the executive session for another meeting.)

Terri called the meeting to order at 7:15 pm.

1. Approval of Minutes - The following minutes were approved:
 - Special Membership Meeting - June 29, 2009 (with a minor correction)
 - BOD Regular Meeting - July 21, 2009
 - Special Membership Meeting - October 5, 2009 (with a minor correction)

2. Reports
 - Roosevelt Center Merchants Association has established a 2009 - 2010 work program to attain its goals of business success, physical improvements, security, and marketing.
 - The City Council gave NDC INC a proclamation marking Coop Month.
 - GATE videotaped all the merchants including NDC for Coop Month.
 - GHI awarded NDC a \$150 grant.

3. GCC Loan - Mike Stark reported that the next step is to ask the NASA Credit Union for a lower interest loan to repay the credit card.

4. Appointment of Board member to Bartender Position

MOTION: To appoint board member Terri Rutledge to the bartender position.

MOVE: Don Comis SECOND: Bill Wilkerson

During discussion the following points were made about the potential concern about paying employees but not volunteers:

- Don is comfortable that he is not compensated for his volunteer work at the bar.
- The volunteer bartenders reportedly do not want to be paid.

Terri reported that the situation is fluid with bar manager and proposed the following changes to the bar employment concept in order to both allow flexibility between bartenders, and to allow the bar manager to make more money:

- The bar manager description be modified from a 2 shifts minimum to “up to 4 shifts.”
- The second bartender description be modified from a 2 shift minimum to “0 - 4 shifts”.

- Tom has trained several competent volunteers and that there may only be a need for 3 paid shifts for certain weeks.

During discussion the following points were made about bar employee shifts:

- Bill pointed out that the appointment of a board member must be in accord with a bar position descriptions, and that the existing bar manager and bartender position descriptions call for a two shift minimum per employee.
- The four paid shifts were proposed in order to prevent volunteer burnout, requiring only four volunteer shifts per week.
- The bar position descriptions requires each employee to work a minimum of 2 nights per week, mostly in order to make it worthwhile to afford the payroll and insurance costs of a second person on payroll. Mike asked that the costs be reported back to the board.
- If the bar employment concept is changed to make the minimum shifts per week more flexible, the concept must include a mechanism for the bar manager to have the responsibility to work all four shifts in the event that the second bartender chooses to work 0 shifts.
- The proposal to compensate a board member as a paid employee was based on the desire to have board involvement in the bar operation.

The discussion ended without a conclusion due to time constraints.

The meeting was adjourned at 8:00 p.m.

Respectfully submitted,
Bill Wilkerson, Acting Secretary

These minutes were approved by the board of directors on June 13, 2011.