

New Deal Café Board of Directors Meeting (online)
Monday, Dec. 27, 2021

MINUTES

Attendees

Board of Directors: Michael Hartman (President), Mark Cheater (secretary), Katy Gaughan, John Campanile. Absent: Dorian Winterfeld (Treasurer).

Audit Committee: John Appiah-Duffell. Absent: Mike Stark

Cafe Music Coordinator: Absent

Cafe Food & Beverage Manager: Dan Gillotte

FONDCA: Absent

Visitors: Donna Hoffmeister, Greg Meyer, Lore Rosenthal, Susan Harris, Abby Crowley, Ed Crowley, Connie Davis, Barry and Rebecca Holober, Barbara Glick, Brett McCoy, Carla Monardes, Donnie Dorsey, Deb Daniel, Annie Haber, Jay Bellamy, Sandy Irving

Call to order – 6:32 pm

Approval of minutes of 11/22/21 board meeting: *approved unanimously*

Reports

President: Michael H. thanked everyone who has sent concerns, questions and suggestions via email or the Cafe's web feedback form (www.newdealcafe.com/about-us/cafe-feedback/) and encouraged people to keep the feedback coming. He explained that, per the terms of the Cafe's contract with the GB Co-op Supermarket, day-to-day management of the Cafe's food and beverage operations is the purview and responsibility of GB Co-op general manager Dan Gillotte, with the Cafe board regularly providing advice, feedback and suggestions to Dan. He thanked Amethyst Dwyer for her long-term service and contributions to the Cafe, and the success of our award-winning music program. He also thanked Carla Monardes for her years of dedicated service as a bartender and a member of the audit committee, saying that she has been a major asset to the Cafe. He reviewed our accomplishments for 2021, including renewing and upgrading the Cafe's interior, raising money, hiring a new food vendor, and re-opening to serve customers three meals a day, seven days a week—along with re-starting the music program.

Treasurer: Michael H. reviewed our bank balances and debt, and noted that we have applied for forgiveness for our second Paycheck Protection Program loan (about \$15,000) and applied for a new \$50,000 federal grant from the Small Business Administration.

Secretary: Mark C. thanked Carla Monardes for her years of hard work and dedication to the Cafe, and reminded everyone that the deadline for the monthly newsletter is three days before the end of each month.

Audit Committee: John A-D reminded everyone that the Audit Committee is still seeking a third member; anyone interested should send an email to audit@newdealcafe.com.

Cafe Manager: Dan G. reviewed the food and beverage operation, reminding everyone that we've only been re-opened for five months and that, despite the many challenges posed by the pandemic, the Cafe is open seven days a week for about 15 hours each day. He thanked everyone for their feedback and asked for their continued patience and understanding as he attempts to navigate labor and supply shortages and other difficulties posed by the pandemic. He outlined plans to expand the menu, including adding healthy salads and additional appetizers, but noted these plans were contingent on finding more kitchen staff. He addressed questions and concerns about staff compensation policy, reviewing the tip-sharing policy that's been in place since he took over as food and beverage manager: all hourly staff are paid at least \$14.40/hour, and all tips are pooled and divided among hourly staff each week based on their hours worked that week. He noted that the tip-sharing policy is based on a progressive vision of creating a fair and equitable pay structure for all Cafe employees, and incentivizing both "front of house" and kitchen employees to work together for the good of the Cafe and its customers.

FONDCA: (no report)

Music Coordinator: Michael H. reminded everyone that the Cafe is searching for a new music coordinator, and accepting applications until Dec. 31. He also announced that, due to the surge in Covid cases stemming from the Omicron variant, we are reluctantly canceling live entertainment for the next week, including New Year's Eve. He pointed out that this was a difficult decision, but the board felt it necessary to protect the health and safety of staff, guests and performers. He said the board will be closely monitoring government guidance and Covid statistics going forward, and will announce a decision about the following weeks' performance status each weekend.

Old Business

Development Committee: Katy G. reminded attendees that the Cafe wants to start a development committee to come up with a fundraising strategy and explore all the financial resources that might be available to us. She encouraged anyone who is interested to email boardofdirectors@newdealcafe.com.

Discussion

Members raised questions and concerns about the Cafe's Covid-related practices, hours of operation, the board's role in the Cafe's food and beverage operation, and the Cafe's tip-sharing policies.

Next Meeting: Jan. 24 at 6:30pm.

Adjourned at 7:29pm

Submitted 1/21/22 by M. Cheater; approved 1/24/22