



AMERICAN LEGION
Post 176 Springfield
Executive Committee Meeting Minutes
July 21, 2020



1. Call to Order, Salute, Prayer, Pledge of Allegiance
2. Roll Call: Adjutant
3. Minutes from last EXCOM meeting: Adjutant
4. Presentation(s):
5. Reports:

Voting Legionnaire Name and Title	
Dennis W. Madtes, Commander PRESENT	<ul style="list-style-type: none">• Immediately after the opening ceremonies the EXCOM went into an Executive Session.• The Commander invited the representatives of the Auxiliary, the Commander of the SAL, and the Director of the Riders to remain through the Executive Session.• The meeting was held to discuss in more detail the issues raised at the July 7, 2020 GMM.• Our current Bylaws are not clear on who can attend and who can vote at a GMM. It is understood that the meeting is for the Legionnaires of Post 176; though some other members can attend as guests with the permission of the Commander. And it is understood that only Legionnaires of Post 176 can vote.• At the July 7, 2020 GMM, we had Legionnaires from other Posts, non-members of any Legion family, and people falsely identifying as members of Post 176 Auxiliary in attendance and trying to vote.• Mike Farabaugh is leading a committee to update the Bylaws to make it clear on these and other issues.• It was reiterated again, that according to our current Bylaws the General Manager shoulders the responsibility and executes

	<p>the day-today business operations of the Legion Center, IAW the established goals and business operations plan set forth by the EXCOM.</p> <ul style="list-style-type: none">• The General Manager is responsible for selection and approval (with the consent of the EXCOM) for the hiring of paid management and staff.• The General Manager designates supervisory/management position(s) that shall have the authority to hire and terminate other employees, within budgetary limitations.• An employee may appeal his or her termination to the EXCOM.• The General Manager supervises the Social Quarters Manager (bar manager) and Banquet Manager / Kitchen Manager, who otherwise manages their respective responsibilities.• The General Manager orchestrates the efforts of all Post employees. This responsibility includes any reward or disciplinary authority deemed appropriate/necessary.• No other Post Officer or member will supervise, or otherwise exercise immediate authority over any Post 176 employee.• The General Manager is in the process of developing approved "position descriptions" and "employment contracts" for all paid staff.• All employment positions will be openly advertised and filled on a "best qualified" basis.• The decision of the four bartenders to quit en masse on June 27, 2020, was because of several actions that the General Manager was undertaking to make the Post function better. These included:
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	<ul style="list-style-type: none"> ○ 1) installing a redemption kiosk to allow members to be paid directly for a winning ticket; instead of going through the bartenders, ○ 2) prohibiting bartenders from playing the Pull-Tabs; thereby prohibiting any “insider” advantage that the bar staff had on the remaining winning pull-tabs. ○ Instituting credit card / debit card services for the convenience of the members, and ○ Stopping the bartenders from “hosting” private after-hours gaming / drinking in the social quarters when the Post was technically closed. <ul style="list-style-type: none"> ● The General Manager has already hired three new bartenders and is looking to hire 2-3 more. ● Lastly, during the July 7, 2020, GMM an individual from another Post entered the Commander’s office and wiped his computer and external hard drive of all files. ● This has been reported to the FCPD for investigation. Since the initial report to FCPD, the suspect individual has admitted this crime to the commander. ● The commander has also reported this breach of trust to the District, the Department, and the individual’s Post. His Post leadership will discuss this incident at their EXCOM meeting on 27 July.
Marty Pfeifer, 1 st Vice Commander PRESENT	No Report.
Kevin Gaddis, 2 ^d Vice Commander PRESENT	No Report.

Paul Kaepfel, 3 ^d Vice Commander PRESENT	There will be a Patriot Day dinner September 11 th .
Carl Simchick, Post Adjutant PRESENT	No Report.
Dave Connolly, Finance Officer PRESENT	The Post is slowly starting to generate some monthly profits, but the summer is always a slow time.
Mike Farabaugh, Judge Advocate PRESENT	By laws are being reworked based on the July GMM to clarify membership and voting eligibility at GMMs.
Janet Prall, Chaplain EXCUSED	No Report.
Bob Loach, Historian PRESENT	No Report.
Kay Croll, Sgt-at-Arms PRESENT	No Report.
Ali Nikolai, Service Officer PRESENT	The EXCOM unanimously approved additional funding for the individual that was supported last month.
Floyd Cline, 1yr, EXCUSED	No Report.
Scott Logan, 2yr, PRESENT	No Report.
Rex Cunningham, 3yr, PRESENT	No Report.
Ed Amoros, Past Commander, ABSENT	No Report.
Listed below are non-voting attendees	
Marty Pfeifer, Interim General Manager	See the attached Interim General Manager's Report for July 21, 2020.
Stephanie Dabbe, American Legion Auxiliary President: represented by Suzie Hedrick	Acknowledged that Auxiliary members attending a GMM are only there to observe the meeting.
Jason Rodriguez, SAL Commander, Excused	No Report.
Craig Hendrickson, American Legion Riders Director	Upcoming Riders Events
Theron Patrick	The next blood drive is on 11 August and all the slots are already filled.

6. Old Business;

- a. Blood drive date is August 11. All slot filled.
- b. Facilities Committee: Haven't had a meeting recently, but see the Interim General Manager's Report for July 21, 2020, for a glimpse of what has been completed.

- c. Project ATLAS – September 22 grand opening Secretary Wilke will attend.
- d. Audit – Let's get this scheduled
- e. By Laws: Being reworked. Hopefully they will be posted in August for review by the membership

7. New Business: NONE

8. Closing Prayer, Salute, Adjournment

Addendum:

Upcoming Events at Post 176 unless noted (expect changes)

Date	Time	Event	Additional info
July 21, 2020	7:00 pm	Executive Committee	
August 1, 2020		Post Script articles are due	
August 4, 2020	7:30 pm	General Membership Meeting	
August 7, 2020		Purple Heart Day	
August 11, 2020	1:30 pm	Blood Drive	
August 18, 2020	7:00 pm	Executive Committee	
September 1, 2020	7:30 pm	General Membership Meeting	
September 11, 2020	5:30 pm	Patriot Day Dinner	
September 13, 2020	1:00 pm	Tailgate: Redskins vs Philadelphia Eagles	SAL
September 15, 2020	7:00 pm	Executive Committee	
September 18, 2020	8:00 am	Retiree Appreciation Day	
September 20, 2020	4:05 pm	Tailgate: Redskins vs Arizona Cardinals	Auxiliary
September 22, 2020	12:00 pm	Project ATLAS Grand Opening	VA Secretary attending
September 27, 2020	1:00 pm	Tailgate: Redskins vs Cleveland Browns	Riders
October 2, 2020	5:30 pm	Early Bird dinner	
October 4, 2020	1:00 pm	Tailgate: Redskins vs Baltimore Ravens	Legion
October 4, 2020	9:00 am	Car Show "Prince William Cruisers"	
October 6, 2020	7:30 pm	General Membership Meeting	
October 6-18, 2020		Commander on Leave, Elk hunting	
October 11, 2020	1:00 pm	Tailgate: Redskins vs Los Angeles Rams	Auxiliary
October 13, 2020	1:30 pm	Blood Drive	
October 18, 2020	1:00 pm	Tailgate: Redskins vs New York Giants	Auxiliary
October 20, 2020	7:00 pm	Executive Committee	
October 25, 2020	1:00 pm	Tailgate: Redskins vs Dallas Cowboys	SAL
November 7, 2020		Department Commanders Dinner Post 176	???????????
November 8, 2020	1:00 pm	Tailgate: Redskins vs New York Giants	Auxiliary
November 10, 2020	7:30 pm	General Membership Meeting	Moved because of election day
November 11, 2020	11:00 am	Veterans Day Celebration Joint VFW/AL w VFW lead	
November 15, 2020	1:00 pm	Tailgate: Redskins vs Detroit Lions	Riders
November 17, 2020	7:00 pm	Executive Committee	
November 22, 2020	1:00 pm	Tailgate: Redskins vs Cincinnati Bengals	SAL