



CHARLES E. MURRAY AMERICAN LEGION POST 186

12091 Cortez Boulevard, Brooksville, Florida 34613-7350

(352) 597-9995 | MyAmericanLegion186@gmail.com | flpost186.org

Meeting of the Executive Board (E-Board) – January 23, 2025

Meeting Called to Order: Commander Don St. Pierre called the meeting to order at 4:00 pm.

Members in attendance: 17

Guests in attendance: 1

- Past Commander Jack Perz

Opening Prayer: Commander Don St. Pierre delivered the invocation.

Pledge of Allegiance: Led by 1st Vice Commander Lester Snyder.

Roll Call of Officers

Commander	Don St. Pierre	PRESENT
1st Vice Commander	Lester Snyder	PRESENT
2nd Vice Commander	Jim Sales	PRESENT
3rd Vice Commander	VACANT	N/A
Finance Officer	Geno Darcy	PRESENT
Post Adjutant	Jeff Rogers	PRESENT
PR/Historian	VACANT	N/A
Sergeant-at-Arms	Kent Hogeland	PRESENT
Chaplain	Joe LaRosa	* EXCUSED *
Judge Advocate	Lester Snyder	PRESENT
Post Service Officer	Eric Hollinger	PRESENT
Office Manager	Debbie Wurtz	PRESENT
Canteen Manager	Kelly Acker	PRESENT
House Committee Chair	Terry O'Brien	PRESENT

Roll Call of E-Board:

Jeff Conlan	PRESENT	Tom McCain	* EXCUSED *
Dave Crofut	PRESENT	Pat Sharpe	PRESENT
Keith Hines	PRESENT	Howard Smith	PRESENT
Rich Juneau	PRESENT		

ROLL CALL NOTE: The Commander mentioned that according to the rules if an officer misses three consecutive meetings, they may need to be replaced. This was about Tom McCain, who was noted as being excused from the meeting due to health issues. St. Pierre indicated he will replace McCain to ensure we have a full E-Board. No dates or names were shared during this meeting.

Quorum Verified? YES

Previous Meeting Minutes:

The General Membership approved the *E-Board Meeting Minutes*, dated **December 19, 2024**, and are brought to the E-Board for approval. **A motion** was made to accept the minutes, as written, by Kent Hogeland and seconded by Terry O'Brien. **Motion Passed.**

The *General Membership Meeting Minutes*, dated **January 2, 2025**, are brought to the E-Board for approval. **A motion** was made to accept the minutes, as written, by Kent Hogeland and seconded by Jeff Conlan. **Motion Passed.**

Officers' Reports:

Commander: Commander Don St. Pierre took a moment to acknowledge the contributions of several members. Eric Hollinger was recognized for receiving a heartfelt letter of appreciation from someone he had assisted. Terry O'Brien was commended for working with the house committee to facilitate the replacement of kitchen lights. Special thanks were extended to Mike Cray for generously volunteering his expertise as an electrician. The Commander expressed his deep appreciation for all members who actively support and enhance Post activities.

1st Vice Commander: First Vice Commander Lester Snyder reported the post currently has 784 total paid members, with a goal of 1,047. We are currently at 74.88% of our goal.

2nd Vice Commander: Second Vice Commander Jim Sales reported that he has eight prospective Riders – enough to start pulling together a charter to re-instate the Legion Riders chapter. Commander St. Pierre encouraged Jim to let him know when all the information had been gathered so the Post could inquire about the cost of standing up the Chapter again.

Finance Officer: Finance Officer Geno Darcy presented the financial report for November and December. Queen of Hearts generated \$4,850, the steak shoot raised \$950, and the total gaming income was \$20,887.50. Gross profit for the period totaled \$52,368, while total expenses reached \$56,496, resulting in a net income of -\$4,128. Significant expenses included \$7,838 in insurance, \$20,571 in payroll, and \$3,592 in lottery costs. Efforts to reduce banking fees have consolidated accounts and cut costs. The general fund balance stands at \$32,000, with the post aiming to maintain reserves of \$30,000 for insurance and taxes by June. Members were encouraged to participate in activities to boost revenue.

Post Activity Income Breakdown:

As part of the Executive Board's responsibility to conduct regular audits of post activities, we are undertaking a detailed review of these activities and the income they generate.

ACTIVITY	INCOME
Queen Of Hearts	\$4,850
Bingo	\$0
Show Me the Money	\$950
Steak Shoot	\$435

Music Bingo	\$0
-------------	-----

After further discussion, **a motion** to approve the Finance Report, as discussed, was made by Terry O'Brien and seconded by Kent Hogeland. **Motion passed.**

PR/Historian: As this position is vacant, there is no report.

Post Adjutant: Post Adjutant Jeff Rogers acknowledged the importance of continuous learning and expressed gratitude to Debbie for her support and ongoing assistance. Key updates included the Post website launch on January 6, which has already garnered over 1,070 visitors, with features like a canteen menu and active blog posts to engage users. Progress on the memorial garden was also highlighted, with a potential new vendor, **Polar Engraving**, identified for brick replacements. The Adjutant also submitted a \$10,000 grant application to GlenLakes to replace the shed used for storing mobility equipment for Disabled Veterans, with results expected in February and a grant ceremony on March 8. Lastly, a draft for a new Post newsletter was prepared to be emailed to members starting in February to increase engagement with the website and Post activities. The Adjutant emphasized efforts to enhance communication and outreach.

Sergeant-at-Arms: Sergeant-at-Arms Kent Hogeland shared an update about a member's (Jesse Mano) family member (Ellie) currently in hospice. Jesse has some mobility items for Disabled Veterans, and arrangements will be made to pick them up this weekend.

Judge Advocate: Judge Advocate Lester Snyder addressed a proposed amendment to the house rules concerning preferential treatment, clarifying that, under state employment laws, conflicts of interest only exist if an employee directly reports to a related officer or supervisor. The current amendment restricting employment of relatives of the Commander, Vice Commanders, or Finance Officer was found to lack legal merit, as these roles do not directly oversee employees. It was noted that there are currently **no instances of nepotism or preferential treatment** at the Post, and the E-Board has thoroughly discussed this matter.

It was emphasized that individuals, including officers' family members, have the legal right to apply for roles if no direct reporting relationship exists. The discussion acknowledged that ensuring compliance with employment laws is vital and confirmed no conflicts under the current structure. **A motion** to approve removing this amendment was called to align the house rules with state employment laws and was made by Kent Hogeland and seconded by Jeff Conlan.

Motion Passed.

Post Service Officer: Service Officer Eric Hollinger reported on a variety of activities, including chairing successful Steak Shoots, sharing resources such as free fishing opportunities for Legion members, providing assistance with Wills and Durable Powers of Attorney for multiple individuals, generating donations for the Post. Additionally, financial guidance and referrals were given to Veterans experiencing financial hardship. Several other inquiries from Veterans and spouses were addressed with referrals to the County VSO and other resources.

Office Manager: Office Manager Debbie Wurtz reported that W-2s have been distributed to employees, year-end tax preparations are nearly complete, QuickBooks is up to date, and progress on financial management is going smoothly.

Canteen Manager: Canteen Manager Kelly Acker provided updates and facilitated extensive discussions on various topics, including operations, personnel matters, and equipment improvements:

Super Bowl Weekend Hours:

- A motion was approved to open the Post at 3:00 PM instead of 11:00 AM on Super Bowl Sunday to better align with anticipated traffic patterns.

Handheld POS Devices:

- The handheld devices for order-taking are being programmed, with an \$80 monthly fee for two devices. A 90-day trial period was approved to evaluate their effectiveness, particularly for addressing customer preferences for credit card transactions.

Kitchen Operations:

- Kitchen sales have improved since discontinuing the dessert table on Fridays.
- Collaboration with the Auxiliary and the baseball team to offer Wednesday lunches fell through, as the Auxiliary declined participation.
- Pat and the Manager's husband were thanked for repairing the kitchen pipes, which had been in poor condition.

Staffing Discussions:

- Questions arose about adding additional bartenders on specific nights, but no immediate action was taken.
- Concerns were raised about employee turnover in the kitchen and the lack of consistent documentation for terminations. The need for a structured 30-, 60-, or 90-day probation policy for new hires was highlighted, along with improved record-keeping for employee warnings and disciplinary actions.
- A discussion about perceived waste and cost control in the kitchen emphasized the importance of portion control and inventory management.

Legal and Employment Considerations:

- It was noted that Florida is a right-to-work state, but clear employment agreements and documentation are essential to mitigate liability and disputes, including unemployment claims. Recommendations were made to strengthen the Post's hiring, termination, and probationary practices to protect against potential legal challenges.

Next Steps:

- The Canteen Manager and appropriate officers will inventory existing employment paperwork and improve processes to ensure better documentation moving forward.

House Committee: House Committee Chair Terry O'Brien had nothing additional to report.

Old Business:

No Old Business was discussed.

New Business:

SAL Updates:

- SAL is hosting a dinner initially scheduled for February 22. Tickets are \$18 for one and \$34 for two. However, the dinner may be rescheduled for the following weekend due to conflicting events.
- Keith announced that SAL plans to donate approximately \$1,700 to the Post over the next few months, further supporting its activities and operations.
- SAL has also donated wood for ramp repairs around the building. The work will be completed on weekends at no additional cost to the Post.
- SAL has retired over 6,000 flags this year and plans another retirement event soon. Efforts are underway to find a local venue, such as Boy Scout property, to avoid long travel distances for flag retirements.

Steak Shoot and Music Bingo:

- Discussion focused on the scheduling and profitability of Steak Shoot and Music Bingo events.
- It was decided that Steak Shoot will now be held every Saturday starting in February, as it has proven more profitable than Music Bingo.
- Music Bingo will be discontinued after the upcoming Saturday event.

Co-Chair for Steak Shoot:

- Donna stepped down as Steak Shoot co-chair. Jeff Conlan was nominated and approved to take on the role.

General Feedback on Events:

- Members discussed ways to improve scheduling and event profitability, emphasizing the importance of balancing participation and revenue generation.

For the Good of the Legion:

The next E-Board meeting will be on February 27, 2025, at 4:00 pm.

The next General Meeting will be on February 6, 2025, at 6:00 pm.

Adjournment:

A motion to adjourn was made by Howard Smith and seconded by Geno Darcy. **Motion passed.**

Closing Prayer: Delivered by Commander St. Pierre.

Meeting Adjourned at approximately 5 pm.