

Meeting Summary

Date: December 17, 2025

Start Time: 18:05 (6:05 PM)

Location: Not specified (inferred to be local veteran organization chapter)

Attendees:

- President: Kevin Gatewood
 - Secretary: Robert White
 - Vice President: Ryan Shirts
 - Guest: Fisher Overstreet (County Board, Finance & Technology Committees)
 - Others: Zach (candidate/staff; potential superintendent)
 - Absentees: Treasurer Michael Hayden, Rector Gary Reynolds
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Main Topics Discussed

1. Meeting Administration & Approval of Minutes

- Roll call completed; two officers absent.
- Minutes from last meeting prepared; will be emailed.
- Policy (reflected from VFW): Approval of minutes is not necessary unless corrections are needed.

2. Treasurer's Report and Initial Funding

- Treasurer not present; President updated group:
 - Malvern VFW donated **\$500** as a starting fund, now deposited at People's National Bank.
 - Account has \$500; checks and debit card obtained.
- County has approved a **budget of \$168,000** for the organization (figure approximated during discussion).
- **Operational Framework for Funds:**
 - Discussion on whether hires should be contracted through the county or directly employed by the organization. General preference: employment handled by the organization, not the county.
 - Proposed method: County to front-load two months' expenses (payroll, benefits, assistance for veterans) and replenish funds monthly based on actual expenditures, enhancing transparency and accountability.
 - Accounting/payroll: General agreement to use an external payroll/benefits administrator to handle taxes/benefits rather than within the group.

3. Bank Account Structure and Fund Segregation

- Recommendation to open a **second checking account** at the same bank (People's National Bank) specifically for county funds, to distinguish between fundraising dollars and public funds.
 - Actions: President to consult Treasurer and People's National about procedures for opening an additional account.

4. Office Space & Logistics

- Office space has been identified next to the current working location; space belongs to Natalie Shook (non-profit).

- Discussion on fair rent: Budgeted at \$1,000 but open to negotiation; Natalie may be willing to donate, but consensus is that some compensation is appropriate given her generosity and non-profit status; **\$500/month** suggested and to be confirmed.
 - Internet & utilities would be covered by Natalie.
 - Consideration for **portable internet (Starlink Mini)** for offsite work and house calls; estimated at **\$40/month**.
 - Office is suitable: two entrances, play area for children, window with tinted glass, adequate parking, and some warehouse space.
- Zach (prospective superintendent) comfortable with the location and may supply furnishings if appointed.

5. Hiring and Payroll Structure

- Candidate (Zach) available to begin as early as February 1, 2026, provided hiring process is clarified promptly to avoid leaving his current employer in the lurch.
- Need to finalize approach to payroll, benefits, and employment classification.
- Discussed mimicking VFW's paid leave and benefits structure for position (see below).

6. Non-profit Legal Filings and Reimbursements

- State non-profit filing completed; **\$76.69** paid by President Gatewood and reimbursement approved by motion.
- IRS 501(c)(3) filing in progress; **\$275** fee to be paid upon board approval (approved during meeting).
 - Emphasis: 501(c)(3) status needed to provide tax deduction for individual donors and broaden fundraising.
 - Discussion on C3 vs. C4 classification and advocacy; C3 preferred for deductibility; can lobby as individuals.

7. Partnership with County and Other Veterans' Organizations

- County representatives (Fisher Overstreet) are supportive, emphasize transparency, and desire ongoing collaboration.
 - Welcome to have "a seat at the table," desire for regular reporting/discussion.
- Discussion on seeking further donations from other veteran organizations (DAV, etc.) once operational needs are clearer; fundraising and 50/50 events suggested for future.

8. Accounting & Financial Reporting

- Decision to keep finances via spreadsheet rather than QuickBooks, due to low transaction volume.
 - Monthly statements will document starting/ending balances, deposits, and debits.
 - Comparison made to VFW's processes; officer responsible for reporting and obtaining required approvals.
 - Paid/leased employee services will be maximized to minimize internal administrative burden.
- Discussion to ensure checks/balances; accountability seen as sufficient due to size/scope of funds and accounting by Treasurer.

9. Benefits and Compensation Package

- Proposed to mimic VFW's package:
 - Vacation: 2 weeks/year (increases over time; proposal to reach 4 weeks at 10 years, not 15).
 - Sick leave: 1 day/month, can be banked until retirement.
 - Personal days: 1 day/quarter (4 per year), not banked.

- Vacation can roll/accumulate per standard (up to 2 years typical); sick time banks until retirement.
- Some customization possible depending on the needs of the employee hired.
- No vote taken; to be finalized at the next meeting.

10. Event Planning & Fundraising

- Early discussion to host an **annual all-veteran Christmas party** for all Jefferson County organizations next year as a major event and fundraising opportunity (silent auction, live band, Santa Claus, etc.).

11. Future Meetings & Scheduling

- Next meeting set for **Wednesday, January 7, 2026 at 6:00 PM** to accommodate everyone's schedule and avoid conflicts with other veteran group meetings.
 - Plan to open office the week of February 12th; push to resolve office and operational details in advance.
 - Will return to regular scheduling once operational.
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Action Items

1. Banking

- President Gatewood to contact Treasurer and People's National Bank about opening a second checking account for county funds.

2. Office Space

- President Gatewood to negotiate final office rent with Natalie Shook and relay details to board.
- Confirm plans for portable internet (Starlink Mini) and associated costs.
- Confirm readiness of furnishings (from Zach or otherwise).

3. Legal & Financial

- President to submit state non-profit filing reimbursement receipt for \$76.69.
- President to complete and pay for IRS 501(c)(3) filing (\$275) with new debit card.
- Set up process for monthly county reimbursements/expenditure reports.

4. Hiring & Payroll

- Clarify and finalize the process for hiring superintendent (Zach or other), including notification timeline.
- Contact payroll/benefits administrator for plan to handle employment taxes and benefits.
- Draft a formal employment benefit/leave proposal for next meeting.

5. Partnership & Donations

- Attendees from other organizations to discuss possible donations or support with their respective boards.

6. Event Planning

- Begin idea sharing for the proposed all-veteran Christmas party for 2026.

7. Next Meeting

- President to circulate finalized details of office space, rental, and plan by email before the next meeting.
- Board to prepare for detailed vote on benefits and compensation package.

8. Accounting

- Continue with spreadsheet-based monthly accounting/reporting.
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Follow-up Items and Next Steps

- **Confirm office leasing details** and get final approval from board.
 - **Contact county officials** (specifically Bob Watt, Fiscal Chair Jeff Williams) regarding process for initial and recurring funding transfers.
 - **Job offer/superintendent role:** Clarify commitments and benefits; finalize candidate decision and timeline before February.
 - **Prepare for IRS/State reporting** once incorporation and 501(c)(3) statuses are complete.
 - **Plan for January 7, 2026, at 6:00 PM** as next board meeting; agenda to include:
 - Final office and internet contracts
 - Vote on employee benefit package and job offer
 - Review and approval of initial operational budget
 - Updates on legal filings and reimbursements
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Additional Notes

- Fisher Overstreet and the County Board are eager for ongoing partnership and mutual transparency.
 - Fundraising and further resource pooling are considered secondary until the organization is established and needs are clearer.
 - The organization is keen to avoid administrative burdens and county entanglements wherever possible, seeking clear and simple financial management.
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Adjourned: After all agenda items, with recognition for Fisher Overstreet's support.

Transcript

Kevin Gatewood (0:01)

Yep.

Robert White (0:02)

All right, I got us recording, Chairman.

Kevin Gatewood (0:04)

All right, I'll call you. We're 1805 hours. I had pledged allegiance. We can skip that if you want. Make the meeting short. I'll get officer role close on here. And if you could just write your name down here on a blank line and so call off the roll for officers. President Kevin Gatewood's here, Secretary Robert White is here, Treasurer Michael Hayden's absent, Vice President Ryan Shirts is here, and Rector Gary Reynolds is absent. So we still have. Oh, I'm sorry. Michael Hayden's not here.

Gary Reynolds (0:46)

Okay.

Kevin Gatewood (0:47)

Sorry to ride. So I got Fisher Overstreet down as a guest. Nobody wants to really worry about reading the minutes. I got brought abbreviated said if anybody wants to look at it.

Robert White (1:05)

So moving forward like this thing will be ready tonight. I'll email it to you and if you want to send it to everybody, that way they've got the minutes.

Kevin Gatewood (1:12)

Right.

Robert White (1:12)

We got schooled at a VFW meeting. You don't even have to approve the minutes because they've already occurred.

Kevin Gatewood (1:18)

All right. Okay.

Gary Reynolds (1:18)

Well, unless there's corrections or additions.

Robert White (1:21)

Agreed. Yes. Only if we have to change. Right. That's it. We don't have to vote on it. Correct.

Kevin Gatewood (1:31)

Something I never knew you do because they have adjutants for four minutes or something. I don't know. Anyhow, that's kind of took a DV at Chinda. So I'd have a list of things to go down, see treasurer's report since Michael's not here. If you didn't know, Malvern VFW donated \$500 for us to start starting fund. I got a bank account opened up at People's national bank. With the \$500. It's still 500. I've taken even out yet. We got starter checks and a debit card. That's where we're at on that. And of course the county approved 168,000.

Robert White (2:21)

Was it even or something like that. But again, we're going to work with them as this goes. Talking with the chairman of the board, Cliff Linneman, he asked me, he said, how are we going to do this? So we have to discuss this. I don't know if we have to do it tonight. We've got time. There's different vacs do it differently. Some run the employee through the county system. Others just employ them direct. Talking with Cliff, it makes sense for us to probably do it ourselves rather than to get the county involved in this. As much as they can keep hands or arm's length from this, the better for Them, the better for us. We just have to be diligent in the money that they provide and that we report to them what we're spending it on. Now, that being said, as far as the money, he asked me, how are we going to do this? Now I'm not talking to any other vacs. I told him at a minimum, what we would probably want to see is two months when we get somebody hired, two months of payroll and benefits and all that and, you know, some money towards the assistance for veterans. If they'll front load that, then what we can do, anytime we have expenditures, we can have somebody go to the county board meeting or the emissary that shows up. They can bring the report of, you know, what we've done and then they replenish the funds as we go month to month. Unless you guys want to do it differently. I think that way it gives more transparency and accountability. As far as county funds, are we.

Unknown D (3:48)

Going to hire an accounting firm to take care of all the payroll taxes?

Robert White (3:53)

I'm going to tell you right now, I think this personal opinion only. We hire this person, there's plenty of businesses that we can have them run it as a leased employer, whatever, and they can run all that stuff, the benefits, everything, and just let them handle it all and we pay them. You good with that? I mean, that's. I don't want to do it and I know Kevin doesn't. I'm speaking for him. He didn't disagree so well.

Kevin Gatewood (4:16)

So when we have our office, is the county writing a check to the person we.

Robert White (4:23)

No, we. Well, again, it's what we agree to. So do you want this to be a county employee and they pay him and they run all the payroll and everything through there and they get a pension or do you want us to handle it and then that way the problem you. He's talking about.

Zach March (4:37)

He's not talking about that.

Kevin Gatewood (4:37)

He's talking about the rental space, the office.

Robert White (4:40)

No, that'll be part of our funds that's going to come out of our budget.

Kevin Gatewood (4:42)

Are they going to write a check too?

Robert White (4:44)

No, we can write that check.

Kevin Gatewood (4:47)

We don't have the money in the bank to write it. We'd have to get money from them first.

Robert White (4:51)

Right. But we're going to get two months up front of all expenses. You know, if it's rental, you know, utilities, whatever it's going to be if we've got a set amount or close to a set amount amount each month, if they front load it for two months, we're always going to be Ahead. That way, when we start turning in our expense reports and they reimburse based on that, we'll be okay. Does that make sense or no?

Kevin Gatewood (5:12)

So should we take the number of months? Let's say January 26th through what? November.

Robert White (5:19)

The end of November basically is what's.

Kevin Gatewood (5:21)

Left of our one month on a full year. So do we divide that by 11?

Robert White (5:29)

No, to keep it straight. So next year, when we go for our budget allocation, I think we need to just do it based on a prorated amount. So the 165, if that's our budget, you divide it by 12, and that's what we seek out each month. Okay, so you want to. Do you want to have him? What's your role on the county board, Fisher? I didn't even get to ask you, man. What do you do on the county Board?

Fisher Overstreet (5:50)

I'm on a few different committees. Finance Committee, Technology Committee.

Robert White (5:56)

Okay.

Fisher Overstreet (5:58)

I don't have a special role in this or anything.

Robert White (6:00)

No, no, that's fine. But you're on the Fiscal committee, so.

Fisher Overstreet (6:03)

I think the general consensus, we kind of agree with you. We want to kind of be an arm's length away. We don't want our hand in the pot or anything. We're just asking, since it's our tax levy that we have that we're more than happy to give you guys. We just want a seat at the table.

Kevin Gatewood (6:19)

Right.

Fisher Overstreet (6:19)

And you guys, I mean, we felt really good coming out of that last meeting because you guys were so transparent with us, and we want you guys to feel the same way about us. If there's anything that you need from us, if there's any. Any other, you know, of the details that we need to work out, you know, we want to be there.

Kevin Gatewood (6:35)

Should we have a separate account for.

Robert White (6:37)

The money that the county will give us again? We've had that discussion previous. It's whatever you guys want. I understand the merit in having separate accounts. You know, this money that the VFW gave you to start the checking account, maybe that's the fundraising account again, that keeps the county out of that.

Zach March (6:55)

I think it would be smart, simply because you're going to have to report directly to the county. So anything that we do for fundraisers, we're going to have to bounce off.

Kevin Gatewood (7:05)

Okay.

Zach March (7:05)

This was county funds, but this wasn't county funds. But if we take it from our separate account and we do fundraisers, outreach.

Robert White (7:13)

Whatever, and they don't have to worry about that.

Kevin Gatewood (7:15)

Okay, so we need to open a second checking account. Yeah, we want to use people's for that or a different bank or who's.

Robert White (7:25)

Who's going to be running the bank accounts. Are you doing that?

Kevin Gatewood (7:27)

I am because I signed up for everything.

Robert White (7:29)

Oh, but we have a treasurer, so.

Kevin Gatewood (7:31)

Right.

Robert White (7:32)

I would check with the treasurer. If I'm the treasurer, I'm telling you. Yeah, I want it the same bank. It just keeps it easier. But that's my opinion. I'm not the treasurer.

Kevin Gatewood (7:39)

So I'll just have to call people's tomorrow and ask them what they do for a second account basically with the same name, and they'll do it.

Robert White (7:50)

So post 13 put in there.

Zach March (7:53)

I would say whatever bank the county uses. That would be the bank that needs to be tied.

Robert White (8:01)

Isn't it, people?

Kevin Gatewood (8:02)

That's what I was thinking.

Robert White (8:03)

The bulk of our funds are, I think, because papers.

Kevin Gatewood (8:07)

Okay.

Zach March (8:07)

It makes it easier to transfer and move money around.

Gary Reynolds (8:10)

All right.

Kevin Gatewood (8:11)

Would just throwing this out here, it's a little crazy. Would the county want to set another checking account up so they.

Robert White (8:20)

No, no. The. The treasurer's got a handle on all that. He. He already knows what the budget allocation is. If we attempt to try and go beyond that, he's going to contact the chairman and the fiscal chairman, be like, hey, these guys are overreaching, whatever. But that's not going to happen because I already committed to Cliff that. You know, if we're cruising along, then all of a sudden we get a crazy expense that is justified in making. Say it's five grand. Well, we need to give them a heads up before we commit to spending any kind of money like that. But if it's justified and they're okay with it, that's fine. But that way there's no questions.

Kevin Gatewood (8:53)

Okay, so next question I've got.

Robert White (8:55)

I don't anticipate that.

Kevin Gatewood (8:57)

How do we go about getting that first check? How quick can we get it?

Fisher Overstreet (9:02)

I'm not sure on that.

Robert White (9:03)

You can probably get it tomorrow. We don't really need it yet, so.

Kevin Gatewood (9:07)

Well, then when we come to the office, we need to know. I guess we'll switch to that for the second here.

Robert White (9:12)

Yeah.

Kevin Gatewood (9:13)

Has anybody talked to Natalie Shook since we last spoke?

Robert White (9:16)

He went to go visit the office.

Kevin Gatewood (9:18)

Right.

Zach March (9:20)

I visited.

Unknown D (9:21)

It's right next door.

Kevin Gatewood (9:22)

Right, Right.

Robert White (9:23)

Yep. That handy.

Kevin Gatewood (9:25)

So as far as how much. Nobody said for sure about money. I've heard the number. A thousand bucks.

Robert White (9:31)

I budgeted a thousand. That doesn't mean that's what we're spending. How many rooms are we going to have, Zach?

Zach March (9:36)

It's just that one. We have basically the entire back area. We have two separate entrances that could be used. Right outside the office is little play area for kids. If somebody comes in, has a kid, we can sit out there and do everything for the kids can sit out there. We've got a window in it that looks out right into it. It's tinted so nobody can see in.

Kevin Gatewood (9:59)

So forth. Right now you gotta go to Marion every day still, right? Monday through Friday.

Robert White (10:04)

But he does get time at the courthouse and Cliff was impressed. He said you had a bunch of people sitting around waiting to see you while they were having the Christmas party up there. So. Yeah.

Kevin Gatewood (10:14)

So what my thinking is if we get the money from the county to go ahead and lease the space over there, we could almost start from the 1st of January if we can get a check, start leasing and somebody and I don't know if anybody here wants to talk to Natalie.

Robert White (10:29)

I can call her on my way home. Truth be told, if you push Natalie, she would donate the office space. But she's a non for profit. I think it's only fair we kick something towards her.

Kevin Gatewood (10:40)

Right.

Robert White (10:40)

I don't know what that number is or what's fair. She's not the kind of person that's going to be demanding.

Zach March (10:46)

So never once mentioned anything.

Robert White (10:48)

No for it.

Zach March (10:50)

She's definitely eager.

Kevin Gatewood (10:51)

So you'll talk to her about that?

Robert White (10:53)

Yeah. I mean Fisher, what do you think?

Fisher Overstreet (10:56)

That little office?

Robert White (10:57)

No, that's what I was thinking. Because she's going to cover our Internet and utilities and all that. Yeah, for sure.

Zach March (11:05)

I would speak off of that. The Internet needs to be a separate thing. I think we need to look into StarLink because.

Kevin Gatewood (11:16)

Or VPN. Use a VPN.

Zach March (11:18)

Well, you can on Starlink. But the reason I'm saying that is ideally, like I said, this isn't going to be just an office job. So if we go out into BFE and somebody doesn't have Internet, we can take that Starlink with us and it's.

Kevin Gatewood (11:34)

Gonna go a Roman Starling.

Zach March (11:36)

What's that?

Robert White (11:37)

The Mini. They've got a new Mini that goes with the subscription deal.

Zach March (11:40)

So I've got the regular Starlink.

Kevin Gatewood (11:42)

So we could.

Zach March (11:43)

We can get the subsidized off of it as a decreased amount off of mine to just get the Mini and use it as a.

Kevin Gatewood (11:51)

How much does that cost?

Zach March (11:53)

You can get it for 40 bucks a month.

Robert White (11:54)

Yeah, it's dirt cheap now.

Zach March (11:56)

But it's that they. Since we are going to be doing house calls, hopefully that would be the viable way to go. Because if somebody doesn't have Internet.

Robert White (12:07)

Take that.

Zach March (12:08)

We have Internet set up.

Fisher Overstreet (12:09)

We're good, right?

Kevin Gatewood (12:10)

I've been using my phone as a hot spot when I do it, but yeah, unfortunately some place you can't even get that.

Robert White (12:16)

No, I've discovered that camping, man, it's not. I always thought Verizon was the best. Not anymore.

Kevin Gatewood (12:23)

Depends where you're at. Yep, I got.

Robert White (12:26)

It's gotten bad.

Unknown D (12:28)

Is there parking there much?

Robert White (12:30)

Oh yeah, they got parking there. Three spots right in front. Man, you're good. No, I'm just kidding. They got parking in the back too.

Kevin Gatewood (12:36)

So just immediately here this next week if we can nail down the plan for the office space. And I was thinking, well, you know, if we pay them then that the county's money still benefiting two organizations now.

Robert White (12:50)

Like.

Kevin Gatewood (12:50)

Yeah, you know, services this.

Robert White (12:53)

Yeah. I mean seriously, us being with her. She's the first person that everybody goes to when they need help. Veterans and everybody else. So this is a win win for everybody involved.

Kevin Gatewood (13:03)

Okay, so work on that. Once you see about what we gotta do to get it checked. I'll see about getting another checking account if we can get all this figured out in the next.

Robert White (13:14)

And you don't have to worry about getting her checked January 1st. I'm telling you, this is easy peasy.

Kevin Gatewood (13:18)

But we want to know how much we need to ask the county. Yeah, if we're only gonna have a couple months expenses.

Robert White (13:24)

So we got 500 for rent and we'll negotiate that out and then 40amonth for Starlink Mini and yeah, just pay. That's gonna be if we decide to go with Zach. Zach's gonna tell you what what data we're looking at Zach March.

Zach March (13:41)

I mean I can technically I can still start February 1st. I just have to have like I said last time, it needs to be. I don't want to leave them high and dry. So we need to either say definitive yes, you're in or do the hiring process that way I'm not coming January 16th saying hey, see ya. Yeah.

Kevin Gatewood (14:00)

Okay, Waltonville guys, you gotta leave at 6:30. So I'm trying to hurry up. All right, so we'll work on that office money. And I was going to talk about. I got a 70 calendar before I could do that. Had to file with the state as a non profit, which I did. And that was like 76.69 that I paid. So I was gonna ask for reimbursement on that.

Robert White (14:30)

So moved.

Kevin Gatewood (14:31)

Okay.

Robert White (14:34)

Am I gonna second it? I second it.

Kevin Gatewood (14:37)

Sorry.

Unknown G (14:42)

I'm thinking about other things we need for like the office and stuff like that.

Kevin Gatewood (14:46)

Right. Okay, so we got a motion a second to pay 76.69 to Gatewood for the state filing a non profit. All in favor,

say Aye.

Robert White (14:54)

Aye.

Kevin Gatewood (14:55)

Opposed, say Nate.

Robert White (14:56)

All right, moving forward, you're gonna have to roll call that, that. But it's okay. It's only \$76.

Kevin Gatewood (15:01)

Right. And then I put sickness and distress in there. We don't need to do that tonight.

Robert White (15:07)

Nope.

Kevin Gatewood (15:08)

Communications. Anybody got anything?

Robert White (15:13)

No, but I tell you this, so my specialty, what I do, my insurance agency does home and auto. So if anyone needs a quote, by all means, call us. But my role in my agency is I sell commercial insurance to small businesses. I can tell you this right now, they are all very excited about this vac. They're looking for employees. So if we start capturing these guys coming out on their ETS date, we're going to be able to backfill them into these positions. People need to fill jobs on. This is going to be huge. That's where the county really is going to benefit. That way they got a place to go and work and they don't leave.

Kevin Gatewood (15:47)

All right, do we have any unfinished business that we may have started last time? If not, we'll pass that and new business. I started filing with the IRS for a 501C3. Fortunately, you can save it all and go back.

Robert White (16:09)

Are we a C3 or are we one of those other ones?

Kevin Gatewood (16:12)

Let me explain.

Robert White (16:13)

Okay, sorry.

Kevin Gatewood (16:14)

So I got to the part where you got to pay and it was like \$275. So I stopped there until this meeting to see if want to go ahead and pay that. And I can do that with a new debit card from the bank easily. So I think most of the veterans organizations that were all in the main state, I mean not state, but national, are 503 which are allowed to lobby Congress, introduce resolutions, things like that, which they do. But what I learned from this.

Robert White (16:58)

First.

Kevin Gatewood (16:58)

Of all, the C4, when you give to that, you don't. You can't deduct that. So if an individual wants to donate a thousand dollars to our organization right now, they can't deduct it from the taxes. You got to be a 503C3, 501C3, which is okay. And the national organizations, they have these other fun like in the dav, it's like a separate filing charity fund. And yeah, trust and all that. And those are like 513C. So they're tax deductible.

Robert White (17:34)

Ultimately, the workaround on that is, truth be told, we can lobby on our individual selves on behalf of this organization.

Kevin Gatewood (17:40)

We don't need to.

Robert White (17:42)

No, I'm saying if we did. Yeah, that's how we would do it. That's your workaround. You're right, we don't. But, you know, I might want to call Mike Bost. Hey, we have this thing. We want some help because I'm going to tell you, we've been talking about the Armory. We've been talking about the Armory, the old one. We want that, but only if we can get all the grants and everything that's necessary to fix this thing. That would really take this thing to a whole new level. So bottom line is we would have to lobby him. Hey, we really need you to get us some funding on this, so. But I do that all the time on behalf of many different organizations.

Kevin Gatewood (18:16)

So do we want to do Pay. Pay the 275 to set up a 501 C3 if we.

Robert White (18:25)

Yeah, because if we're going to let. If we want people to donate, they're going to want to write it off. So. Yeah. And that. And that folder right there, that pnb. Let me tell you, Hunt Bond told me if we need anything for veterans, just let him know. Okay. So, yeah, we need to get that 501C3.

Kevin Gatewood (18:40)

Okay. So.

Robert White (18:42)

Okay. Second jinx.

Gary Reynolds (18:48)

Yeah, I can tell you that because I just went through that myself.

Robert White (18:51)

Another group.

Kevin Gatewood (18:54)

On FA. All in favor of paying for 501c3, say II all right. Opposed? Say.

Robert White (19:03)

All right. So you're going to have two receipts there, Kevin. If you want, we'll get in touch with Cliff and we can see if we can go ahead and start turning those into Bob Watt for reimbursement to start refunding the account. Are any of the other organizations going to be donating \$500 to this or is it just me?

Gary Reynolds (19:18)

It's down the road.

Kevin Gatewood (19:19)

I don't know about 500, but we.

Robert White (19:21)

We have immediate night to talk about it. Okay. Hey, brother, anything will help. Even if you guys say 100 bucks, we'll take it.

Kevin Gatewood (19:28)

Well, you guys probably have three times what we've got.

Robert White (19:30)

So we do now.

Kevin Gatewood (19:33)

I'll be bringing it up to Dav and telling the VFW gave 500 and see what they say. If. If the organization doesn't want to donate out of the chapter fund.

Robert White (19:42)

Pass the hat.

Kevin Gatewood (19:43)

Pass the hat. Have 50 50s or something generate.

Gary Reynolds (19:47)

Well, our standpoint was we knew he had 500 in the account and we're just getting off the ground. So once the county gets, you know, we get it going we see what we need, then we're more than willing to help out. But we're just kind of standing back for it now.

Robert White (20:01)

Right.

Kevin Gatewood (20:02)

So we're just getting set up now.

Gary Reynolds (20:04)

So to have excess funds right now anyway.

Kevin Gatewood (20:08)

Right.

Robert White (20:09)

But here, come on, man. We want to make interest.

Kevin Gatewood (20:11)

Next year we'll want to start hitting people up for donations.

Robert White (20:15)

I. I'm not worried about that at this moment. I think we just need to get through this first year, see what we're dealing with and what we've got. I don't know if we'll need any money, to be honest with you, but if we do. Yeah, that's easy. We can raise money.

Kevin Gatewood (20:27)

We got some operating money here.

Robert White (20:29)

Yeah.

Unknown D (20:30)

Separate account.

Robert White (20:31)

Yeah. No, no, agreed. Yeah. Well, I'm going to tell you right now, for next year, we need to be planning to host an all veterans Christmas party and include all the organizations within Jefferson county and have one big ass party and do some fundraising off that. Have silent auction, the whole deal. Live band, Santa Claus, the whole deal. You got to recruit people, get them in, start telling them, hey, you need to join the amvets, you need to join the Legion. Whatever you're eligible for, you need to be signing up. We can make this thing work.

Kevin Gatewood (20:58)

Work. Can you find out how we go about getting some money transferred to us? If they. If they also have account peoples, they might just be able to transfer it from one account.

Robert White (21:10)

All you got to just. I'll work with you on this, Kevin. All you got to do is sit down with Bob Watt.

Kevin Gatewood (21:15)

Okay?

Robert White (21:16)

Because that's what's going to happen if you tell him. He's going to tell Cliff or this fiscal chairman. Who is the fiscal chairman?

Fisher Overstreet (21:22)

Jeff Williams.

Kevin Gatewood (21:24)

Right.

Robert White (21:27)

You can talk to Jeff, but all they're going to do is point you to Bob Watt, so.

Kevin Gatewood (21:31)

Okay.

Robert White (21:31)

And he already knows what you've been allocated. He's already on all that.

Kevin Gatewood (21:34)

All right, we'll work on that then. Anything else for new business.

Robert White (21:40)

Sir?

Unknown D (21:41)

QuickBooks. And since I'm going to be an ultra for you, I need to.

Robert White (21:46)

You're going to do QuickBooks?

Unknown D (21:48)

I thought you said you wanted QuickBooks.

Robert White (21:50)

I didn't say that. No, I did not. I don't mess with any of that. You come to my business. My wife runs my business. I'm a salesman. That's what I do. And I'm a pretty smart guy. But I don't like QuickBooks. I'm not an accountant. No, I'm the secretary. Treasurer's not here.

Kevin Gatewood (22:07)

Yeah, we're not gonna have that main transaction and that much money and just keep it on spreadsheet.

Robert White (22:13)

And if we do the least employee option through a service that'll just take care of everything. We ain't got to worry about that either. Just be billed to us.

Zach March (22:20)

Whoever it is should. Whoever's the superintendent should be doing all that pretty much.

Robert White (22:27)

And feeding it.

Zach March (22:28)

Because if I'm writing a check, I'm getting all the information because I'm making them sign a form. So that's going on a spreadsheet that I report or whoever it is reports to the governor every year.

Robert White (22:43)

Okay.

Unknown D (22:43)

I just. I've been with several organizations. Non profit. We run separate treasures. Just so not that like one I write

the checks, but other ones I don't.

Robert White (22:54)

Yeah.

Unknown D (22:55)

And. But I have to keep track of it also. Anytime there's a question kind of comes up, I got it. I just print it out.

Robert White (23:01)

Here you go.

Unknown D (23:02)

Have it. You're fine.

Robert White (23:03)

Yeah. So I do handle the books for the VFW post. This is going to get interesting. There's a bunch of accounts, long story, but will be down to two accounts here soon. But bottom line is this. Every month I show them what the starting balance was, what the ending balance is, and everything in the middle is the deposits and the debits. And I show that all to them. It's not that much. So I don't. It's just a spreadsheet. That's all it is.

Zach March (23:29)

Only thing I bring up for it business is to mimic the VFW's benefits package that as far as vacation for the superintendent. That way it's easy. We got pay taken care of. We got benefits package. As far as vacation and all that taken care of, I think that's really pretty much it because schedule should be kind of flexible.

Robert White (23:55)

Yeah. And we're gonna have to really dive into that too because there's going to be a lot of out of office. We have to figure out how that can be reported so it can be accountable for. Ryan, if you got a bail on us, brother, you can always bail, man. Yeah, we're going to have to get going.

Kevin Gatewood (24:08)

Yeah. We're pretty much done with all the important stuff.

Zach March (24:11)

But so go over that to get.

Unknown D (24:12)

A vote real quick.

Zach March (24:13)

It's two weeks a year. Four years ago is up to three weeks. And only thing I would change is they say at 15 years it goes to four weeks. I would change that to 10. And then you get one person with day a quarter and sick time is one day a month for any appointments. So 12 days a month for what sick time? One day a quarter for. So four personal days a year, and then a year, two weeks off every year up until whatever point you want to change it at.

Kevin Gatewood (24:46)

And whose system is that?

Zach March (24:48)

We're talking about vfw.

Kevin Gatewood (24:49)

Does that.

Unknown G (24:50)

The vacation roll over after first of the year, after the anniversary year.

Zach March (24:54)

So vacation comp time, personal days, do your sick time.

Robert White (25:00)

Does not.

Zach March (25:01)

So you have to use those four days or lose it.

Robert White (25:04)

No, no. Flip it around. You can roll this. Sick days.

Unknown G (25:08)

Yeah.

Robert White (25:09)

You're saying you can't roll any of the other days? No. You have to be able to bang sick days. Everybody else does.

Zach March (25:16)

You get four sick days a year.

Robert White (25:18)

Whoa, whoa. You said one a month.

Zach March (25:20)

Four personal days.

Kevin Gatewood (25:22)

What?

Zach March (25:22)

Four personal days a year.

Robert White (25:24)

Right.

Zach March (25:25)

One sick day a month.

Robert White (25:26)

Yeah. And then two weeks vacation.

Zach March (25:29)

Two weeks vacation. So I use my. The personal days. So you get four personal days.

Unknown G (25:35)

I was talking about the vacation.

Zach March (25:37)

Those roll.

Robert White (25:39)

So carry them. Yeah. So.

Zach March (25:41)

But here's the ones that don't. Technically, is your four personal days, a.

Robert White (25:44)

Quarter that should never roll.

Kevin Gatewood (25:46)

Yeah.

Robert White (25:46)

So the vacation days, normally you're allowed to bank two years worth. In any organization, there's no limit on theirs. But sick days, you get to bank those until the day you retire. And the reason that is, Zach, the older you get, the more you're going to need them. Or at least that's how the story goes.

Zach March (26:04)

That'd be my motion.

Robert White (26:08)

Yeah. When we start developing this and we. And we'll set up how, we're going to move levers, too, because with him, he's a different beast. So if he's the guy that wants this position, that's fine. We can adjust the benefit schedule because he may not need some things that would cost us a lot of money. So we can shift it as part of the compensation package. You got it.

Unknown D (26:30)

As long as the employee, whether it's Zach or something else, agrees or we give somebody new.

Robert White (26:36)

Agreed.

Zach March (26:36)

That's the only reason I was bringing it up. If we vote on it tonight or that part of it, take care of the vacation.

Robert White (26:41)

We ain't voting on that tonight. We got to come up with a standard benefit package that can be negotiated.

Zach March (26:46)

Yeah.

Kevin Gatewood (26:47)

And I think next month we can do that. Like right now, if we can get the office thing lined out so we know we're going to be.

Robert White (26:54)

Well, I can assure you, you have office space there. She's excited about this. If he's the guy he likes. Do you like the location, the setup?

Zach March (27:01)

Yeah. I mean, I think it's good.

Robert White (27:03)

We even have warehouse space. If we need it for whatever reason, we get a donation. We can store it there. She's good with that.

Unknown G (27:08)

Do we have desk and chairs and stuff like that there?

Kevin Gatewood (27:11)

If it's Maine.

Robert White (27:12)

Got it.

Kevin Gatewood (27:13)

Okay.

Robert White (27:14)

He's bringing his own if it's him. That's what I was worried about, that, you know, I mean, we can find stuff.

Zach March (27:23)

That'S more money to veterans.

Kevin Gatewood (27:24)

So I'll just say work on salary and benefits.

Robert White (27:28)

Yeah.

Kevin Gatewood (27:29)

And we'll talk about that at our next meeting.

Robert White (27:31)

Okay. And I will have that information to you tonight or tomorrow, Kevin, on the office space. And if you'll just send it out to everybody, let them know, I think we're all in agreement. 500 seems to be a fair number. And that's. That's what I'll shoot to her and see what she says.

Kevin Gatewood (27:46)

Okay.

Zach March (27:47)

She'll give us the code. We can set up a little video camera. Blink camera to see when people come in. That way we can set up all that stuff. Okay, but we'll have access to it even if she's not. Or if they're not open. We can open meet up.

Kevin Gatewood (28:06)

Okay. Anything else you want to initiate?

Unknown D (28:10)

When's our next meeting?

Zach March (28:13)

Third.

Robert White (28:13)

Wednesday. Again?

Kevin Gatewood (28:15)

Yeah. If this. If it works for everybody, we might even have them earlier. It's doesn't conflict.

Robert White (28:21)

Let's just set the next one. And then as we get on, we'll. We'll start setting set dates.

Kevin Gatewood (28:26)

Okay. Should.

Unknown G (28:27)

Should we do it earlier? Because we're planning on opening up. No earlier date. Because we're trying to get it open on February.

Robert White (28:36)

Like the week of the 12th. House. How's the week of the 12th look for everybody? 7th.

Kevin Gatewood (28:44)

7th would be better for us.

Zach March (28:46)

We have ambats meeting on the 12th.

Robert White (28:48)

All right, anybody opposed to the 7th? How does that conflict with American Legion? Do we have anything here?

Kevin Gatewood (28:54)

We're good.

Robert White (28:55)

All right, so the 7th, 6pm Is 6 a good time? It need to be earlier, later. 6. Okay. 6pm on 6 on the 7th.

Gary Reynolds (29:06)

Gary's coming from out of town, and I got stuff too, so I couldn't make anything earlier.

Kevin Gatewood (29:13)

17:26, 6:00pm okay, we got.

Robert White (29:21)

All right, we got it. Slog.

Kevin Gatewood (29:24)

Is that good of the order?

Robert White (29:27)

Fisher, you got anything, sir?

Fisher Overstreet (29:29)

Appreciate it. And looking forward to the partnership.

Robert White (29:32)

Okay.

Kevin Gatewood (29:33)

Thank you for coming.

Gary Reynolds (29:34)

We appreciate your support.

Robert White (29:36)

Thank you. Hey. Yep. Motion adjourned. Second, whatever. And before we all leave, I do want to recognize Fisher. I was frustrated with him at the beginning of that meeting when we got the funding, but the reason was.