

DELAWARE COUNTY AGRICULTURAL SOCIETY
SPECIAL BOARD MEETING
NOVEMBER 1, 2022

ATTENDANCE

Present –Jennifer Brown, Jackie Colflesh, Mark Fisher, Patricia Gladman, Don Howard, Bryan Mellen, Jon Melvin, Tiffany Rankin, Colleen Smith, Chip Thomson, Chris Welker, Benjamin Wenner, Diane Winters, Tom Wright.

Mike Harter, Adam DeMarco and Dan Huffman arrived late.

Absent-Jeff Armentrout, Mike Knapp, Laryssa Hook

A special meeting of the board of the Delaware County Agricultural Society was called by President Tiffany Rankin. The pledge was recited and roll call was taken by Jen McGowan. Tiffany Rankin called the meeting to order.

Tiffany Rankin wanted to follow up on the status of T. Thomson’s contract that we met about and the fair manager position.

Benjamin updated that he had met with T and discussed the contract that he was offered. He mentioned that feelings were probably a little hurt by that. He wanted to add another option to the table and would like feedback on it. If T. were to take the contract he would lose his health insurance so maybe a better solution would be to fire him and give him a severance so he is not out in the cold.

Benjamin Wenner moved to terminate T. Thomson effective Dec. 1.

- o T. Rankin-The motion has been made by Benjamin. Bryan Mellen second.
- o C. Smith-Would you be willing to rescind your motion and give him 72 hours to make a decision?

B. Wenner-I am not willing to rescind this, I would like this taken care of so that Jen doesn’t have to worry about it. My motion is to fire T. effective Dec. 1, 2022. I would like to give him \$5k severance. Bryan Mellen second. Diane Winters asked for a roll call vote. The vote was 11 for, 4 against and 2 abstained. Motion carried.

Tiffany Rankin mentioned that Benjamin, herself and Jen will meet with T. this week. She asked that for once to let us take this course and let us be the one to tell him.

Tiffany Rankin moved the meeting on to say that at the last meeting, we had put out there and presented a structure that was a long term goal as things are evolving. We discussed with Jen McGowan that she is the new fair manager.

Chip Thomson reported that G & A committee met and had a casual discussion with a long term employee and thought that it was very productive. We discussed several scenarios and how would she handle it. Talked about maintenance and could she handle that. We talked about spending limits and was \$2500 enough with the rising costs of everything. He will have more details in those minutes.

Jen McGowan asked for some clarity on what is exactly her job description, who she is in charge of and what decisions that she can make without having to ask the board every time. For example, Hiring and firing, pay raises, negotiating rental fees, stall placements, day to day decisions, approving minor repairs etc.

The board decided that Jen’s responsibility included everyone even sub-contractors. They agreed that they needed to back off and not micro manage as much.

Jon Melvin mentioned that they needed to get a job description together and Chip Thomson said that G & A will work on that. Jon also mentioned that training classes in different areas would be a good tool and if there were some that Jen wanted to look into that could be a good resource.

The board took the opportunity to go around the room and express their support for Jen and her role as the new fair manager going forward.

Benjamin Wenner moved that we send the job description to G & A and we are giving Jen McGowan free reign. Colleen Smith second. Motion carried.

Chris Welker motioned that his last day was Monday, Oct. 31 with no severance. Benjamin Wenner second. Motion carried.

Chris Welker moved to adjourn the meeting. Bryan Mellen second. Motion carried

Tiffany Rankin, President

Jennifer McGowan, Fair Manager