

TETON COUNTY INTEGRATED SOLID WASTE AND RECYCLING (ISWR) ADVISORY BOARD

Meeting Minutes

March 7, 2019

Members Present, constituting a quorum: Lindsey Ehinger, Don Baker, Tanya Anderson, Rani Carr, Rachel Daluge, Wes Gardner (remotely), Jessica Wireman.

Others Present: Tom Segerstrom, Teton Conservation District; Carrie Bell, ISWR Waste Diversion Outreach Coordinator; Caroline Sheahan, ISWR Financial Accountant; Heather Overholser, ISWR Superintendent; Becky Kiefer, ISWR Administrative Assistant; Ted VanHolland, Teton County Engineering; Greg Epstein, Teton County Commissioner; Charlie Oliver, Teton County Resident; Ryan Freeman, Teton County Resident; Kent Jaspersen, ISWR Solid Waste and Recycling Manager; Diana Myers, Teton County Resident; Lisa Smith, St. John's Medical Hospital; Floren Poliseo, Town of Jackson Public Works; Johnathan Schechter, Town of Jackson Council Member; Johnny Ziem, Town of Jackson Public Works.

3:01pm: Meeting called to order by Lindsey Ehinger at ISWR

Motion to approve February minutes, Moved: Tanya; Second: Don; all in favor, motion carried at 3:40pm.

Report from Board Chair, Lindsey Ehinger:

- Introductions from attendees and staff.
- Lindsey: Rachel, congratulations on re-election to the ISWR Board and welcome Wes, who is on the conference call, we will officially introduce you at the next meeting.
- Today, I want to make sure we are all on the same page with the big events coming up soon both with the plastic bag reduction ordinance implementation and updates on composting. Carrie, who leads these initiatives, is going to be taking maternity leave. Therefore, as a board, we need to be as informed and involved, acting as the voice, eyes, and ears while she is out.
- Also, Joe is not going to be with us anymore. We are in the process of getting a new board member appointed, hopefully by the next meeting. For everyone who doesn't know Diana, she has been on the finance committee and has provided a lot of her time to ISWR. She is applying for the board.
- As we move forward with the committees, staff reports and project updates, I want to reiterate that as board members we need to be as informed as possible so we can be the best advocates and liaisons to ISWR and the community over the next couple of months.

Update from County Commission Liaison Greg Epstein:

- A couple of things that are relevant to ISWR, I floated the idea to the commissioners for a county resolution on the plastic bag reduction ordinance, and it was received with a lukewarm response. I went back and chatted with Heather to come up with a couple more bullet points. With ISWR being a county department and being so involved with the plastic bag reduction ordinance, I think it is critical for the county to acknowledge something. I will bring this up again with the bullet points that Heather provided.

- Wild game carcass removal is no longer a topic just for ISWR but is now a topic for the county. Alyssa, the County Commissioners' Administrator, is getting the process rolling again after the resignation of Scott Talbot from the Wyoming Game and Fish and the government shut down. We want to get that conversation going again, whether that is with other counties or at the state level. It does involve ISWR because it could change, potentially, what we do with the final capping of the landfill.
- Heather: To follow up on carcass disposal, I attended a pre-application meeting yesterday with county planning. A private business that makes dog food (Wyoming Wild Raw) is interested in potentially getting an incinerator for their use, as well as for the entire community. They are trying to schedule a meeting with the town, County and other agencies to have further conversations about it. They do not have a location, so the pre-app was a bit premature, but the concept could be spot on to meet the communities needs.
- Kent: When July rolls around, and we can no longer take them, do we have a plan?
- Heather: There are a few different Plan B options, yet they are not long-term options. Lincoln County could potentially take them if bagged, but that starts the discussion of who would haul them, whether that would be ISWR, WYDOT, or Game and Fish. Another option is to not cap that section of the landfill until the following summer (2020), which would add cost, but, if worse comes to worse, that would be a route to go. I hope the county, other agencies, and the private sector gain some traction over the next few months. By July or August, we won't have much access to that pit anymore.
- Don: Does delaying the cap involve permit amendments?
- Heather: I would need to go to the DEQ for approval of an extension. They know the current dilemma, but it would cost more money to have the contractor leave, come back, and re-mobilize just for that small section. I was very encouraged by the conversation yesterday.

Treasurer's Report (Staff):

- Budget recommendation update FY2020
 - Caroline: This morning Heather and I met with Alyssa to look over the budget we submitted line by line and there weren't any areas of concern. The biggest unknown is the Phase 2 of the Recycling Center and what happens in the bidding process.
 - Heather: The compost RFP is also an unknown, because we don't know what that price will look like, as well as concrete, which is a minimal component of the budget. In regard to the tip fee increase that we proposed, Alyssa didn't seem to have issue with it. I asked Alyssa to let us know when the appropriate time would be to come to the commission for a fee resolution. I am hoping the beginning of May at the latest because the haulers need to know.
 - Caroline: Alyssa will get her recommendations to us by the next week or so, then the commissioners review the budget at the end of April.
 - Don: Did you report on Bonneville in the Staff Report?
 - Caroline: We have been charged a \$38 per ton tip fee for as long as we have been going to Bonneville, and they approached Heather a few weeks ago asking for a tip fee increase.

Heather proposed a \$1 per ton increase and they honored her proposal. It will raise \$1 per year for a few years.

- Heather: Bonneville appreciates us as a customer, and they do not want to push the cost to the point it would be more beneficial for us to go to Mud Lake. Right now, \$44 dollars per ton would be the tipping point where we would start looking to go to Mud Lake. This \$1 per ton increase would make it a \$39 per ton tipping fee for this year. A couple years ago Bonneville raised out of county tip fees to \$40 per ton yet they kept Teton County at \$38 per ton. ISWR feels \$1 per year is reasonable and manageable. The reason why they are interested in raising the tip fee is because once a landfill hits a particular total number of cubic yards in place, they are required by federal regulation to install a methane collection system and they are approaching that, which will be costly.
- Lindsey: Caroline, has there been any push back for our proposed tip fee increases?
- Caroline: It isn't public knowledge yet, too soon to tell.
- Heather: It is very much in line with what we have increased it in the past. When you look at it at a per pound rate, it is minimal. For the majority of the community, the impact will be low.

- Monthly Finance Update

- Caroline: Looking at "Joe's Dashboard" as of January 31st. The commodities at the Recycling Center have the largest decline in revenue due to overall pricing. The revenue from the Trash Transfer Station is up 4.4% over last fiscal year and we are ahead of the budget by about \$155,000. We are coming out of our slower season, winter, and revenue and expenses look okay.
- Lindsey: Any word on projections of commodity prices moving forward?
- Caroline: They really aren't getting better. Cardboard is \$27-35 per ton. China has played a big role, all of the mills are full, the recommendation is to keep product moving despite prices being low.
- Lindsey: Did you report on the tariffs in the staff report?
- Caroline: There is a 25% tariff on cardboard export and some plastics.

Committee and Staff Reports

- Education/ Outreach/PR/RRR/Zero Waste Planning

- Carrie: First I want to brag about JH Wildlife Safaris on their waste diversion audit; they have an 80% diversion rate. They encourage reuse by providing a reusable water bottle to all their clients. They even added a reusable shopping bag to their packing list they send with confirmation emails. They are a uniquely structured business, yet they see a lot of people daily and are making an impact. They are doing a wonderful job and are open to ideas and suggestion for improvement, such as composting, to raise their diversion rate.
- Carrie: Lisa from St. John's Medical Hospital is here, and we have a recycling training scheduled at the hospital next week. You do a great job of keeping your staff up to date and trained, thank you.
- Carrie: Next week I am meeting with the communications specialist from the Conservation District. We are planning to collaborate on a recycling scavenger hunt. It could be

something simple through social media or an actual scavenger hunt, it really depends on how much community involvement we have. We are hoping to have it this spring to coincide with Earth Day or other events we already have going on. Another idea is to host it the week leading up to Eco Fair, May 11th, with the prize given out there. We want it to be a good prize, like a composter, something engaging that participants would want.

- Plastic Bag Reduction Ordinance

- Carrie: A week and a half ago I met with fifteen graduate students from Teton Science School for a tour and to discuss the Plastic Bag Reduction Ordinance. They met with the major stake holders involved with the PBRO, including businesses (pro/against), Johnny Ziem and others involved. They also surveyed locals on the Town Square to get general data and feedback. They composed and sent us a synthesis poster with the data they collected summarizing social and ecological impacts on the topic. Overall their findings were very supportive of the ordinance.
- Lindsey: They only surveyed on the Town Square?
- Carrie: Yes, they had an idea of the businesses they wanted to talk to. After their discussions with Johnny they had an idea of who was for the ordinance and who was against, therefore they could get unbiased data.
- Carrie: I have a meeting with Lonni at Browse and Buy to discuss the PBRO small retailer tool kit. This is the last type of business I am targeting, and I am really interested to see what he wants and how we can support and assist him. I am interested if his needs differ from the other businesses I've met with since he has a different type of business compared to grocers, restaurants, and other retailers.
- Carrie: We have all the FAQ's for the PBRO translated on the website, as well as the insert we will put into all the bags distributed to the non-profits. The website is live, and the information is good. There are three sets of FAQ's: a general one, one specific for shoppers and one specific for businesses.
- Heather: Can we pull the website up for everyone to view? Carrie pulls up the website for the Board and attendees to view
- Carrie: This website directly links from the Teton County Website.
- Lindsey: Could this be added to the 4JH website and other websites that come up when people search "Jackson Hole," such as the Chamber of Commerce and JH Lodging?
- Carrie: Absolutely. Those are great ideas. The TOJ has their own website as well. I was really inspired by Greenwich, CT's web campaign, and when contacting their department, they said their ban is going well except for the fact they do not charge for paper bags.
- Heather: I talked to someone recently from Washington D.C., who said they charge for bags, yet they still offer plastic bags. They are trying to change behavior that way. We are doing both by charging for paper bags, as well as eliminating single use plastic bags.
- Carrie: The website discusses the negative effects of plastic bags and that bans such as ours work, and specifically the way we are doing it. Also, on the web are the resources for the businesses so they can access the tool kit. Most businesses said they would prefer to access it themselves. Any suggestions?
- Greg: I suggest changing the url from plasticbagreductionordinance to reduceplasticjh.com to simplify the message.

- Heather: When you are out and about at the businesses that are going to be affected starting April 15th, if you have the opportunity, ask if they are ready for the PBRO. We are interested to see what they say and know their feedback. While I was at Smith's, the cashier said, on her own, "April 15th is the bag ordinance day and said in addition to charging for paper bags, Smith's will still provide bag points for bringing your own reusable bags. I felt that was a positive message. We'd like to know what people are hearing throughout the community.
- Don: I've been doing the same thing. What concerns me is the cashiers are going to take the brunt of the negative feedback. What can we do to mitigate that?
- Carrie: The plan is to provide the website information and educate the cashiers on the correct language to use in the most concise way. Smith's has said they would like for me to do some education training and practice using the verbiage. I also have printable handheld FAQs' and would love to see these at each register. If a customer has a lot of questions, but the cashier doesn't have a lot of time, they can easily hand this to the customer, and it includes my email and phone number. I am hoping this will be positive.
- Lindsey: Can we provide posters to hang by the doors?
- Carrie: Absolutely, the large retailers have expressed they would like something very simple and they must have everything approved by corporate. I include my contact information because the revenue is funneling through the TOJ to us specifically for education and outreach.
- Heather: The TOJ sent official correspondence to the businesses to provide them with information about the ordinance in regard to the payments for the fees collect.
- Greg: I am concerned that ISWR will get calls about a Town ordinance.
- Floren: Those calls could be funneled to the Town.
- Greg: That is why we, the County, need to pass the resolution.
- Don: The idea we are trying to get across with this ordinance is the idea of RRR (Reduce, Reuse, Recycle). Banning plastic is one thing yet trading plastic recycling for paper recycling isn't the overarching goal, it is RRR and I would like to see that point made more strongly to the public.
- Carrie: Absolutely, and there are two ways to view any plastic bag ban. The messaging could be either there are no plastic bags or plan to bring a reusable bag. They carry different messages. We are leaning toward a positive message by saying bring a reusable bag, yet we don't want to confuse people that it is optional.
- Don: Another concern is that the 20-cent charge isn't high enough to implement change, just high enough to be annoying.
- Heather: This ordinance is on the higher side compared to other communities and I am happy the TOJ went with 20-cent. Your right though, it may not be enough to deter people. Change takes time and, as the ordinance matures, we will have more information about its effectiveness. Our first goal is to inform the community, then it can evolve. We want to be diplomatic in supporting people and the challenges they are experiencing in the beginning.
- Don: I want to make the point to the board that we are going to be the ones out there volunteering and we can verbalize and drive RRR home.
- Lindsey: It is a great opportunity to verbalize the RRR philosophy. This gets back to earlier discussions on what we can do as a community, entity and as individuals. We really are

trying to encourage this concept of reduce, reuse, recycle on a large scale with a very detailed project.

- Charlie: I am a cashier at the Aspens Market, and I have been amazed at the lengths people go to avoid a bag already, which is great. One question, we offer three paper bag sizes. Are all of them 20-cent per bag?
- Carrie: There are some exemptions, such as post card sized bags, but our goal is to change the habit of people needing a bag all together.
- Floren: One of the concerns the town has heard most is from retailers who can't get rid of the bags they already have. Have we thought through solutions? Could they be donated to PAWS for dog waste? Rather than businesses sending bulk amounts of plastic bags to the landfill or even recycling? I thought reuse first could be more productive.
- Carrie: I think the PAWS idea is good, my concern is there might be language in the ordinance that could make that tricky, because Browse and Buy receives their plastic bags on a donation basis already and is something to examine in the legislature further. Jess at Local had a good idea of hosting a plastic bag round up, perhaps at the rodeo grounds, to convenience the retailers.
- Johnathan: When Johnny was updating me on the ordinance before we took the public vote, my last line to him was, "what's next?". His response was, "you are the third councilmen to ask me that". I want to encourage this group to consider what we can do moving forward, and the town council would be eager to hear.
- Heather: This is a great point and goal. I think plastic water bottles, considering Grand Teton National Park has already stopped selling them.
- Lindsey: Wes, do you have anything you want to add, or do you have any questions?
- Wes: I was curious, how many bags have we collected from the Bag Roundup?
- Carrie: About 600 to 700. We have had a great response from local businesses donating in bulk. O'Ryan Cleaners requested we drop off as large a load as possible. I have brought one load to them and they have all been really great quality bags, I only pulled 2 out so far.
- Heather: I have one more plastic related item to discuss. On May 9th there is going to be a panel at the library to discuss plastics. It is being led by CWC, specifically Kirsten Kapp, who has done research on microplastics in the Snake and Columbia Rivers. There has been a lot of research conducted on plastic in the ocean, but not much at all on fresh water. She conducted a very eye-opening study that I will pass along to everyone. Plastic bags notoriously break down microscopically. Her study also includes another significant source, which is our laundry. As you wash clothing made from poly mixes, such as fleece, it breaks down and enters our water system. She will be on the panel, I will participate and a lady on a research team in Maine, who tested micro plastics off the East Coast.
- Lindsey: Are there any other questions or comments on the PBRO before we move forward with discussing volunteer opportunities?
- Carrie: I would expect a volunteer sign up to be live in a week. We are still lining up our needs along with determining which of the large retailers will allow us to host booths. It will take a little more time for Becky and me to work out the specifics. There will be an online sign up that will include spring cleanup, as well as eco-fair.
- Heather: We are going to have a student intern from Boise State beginning June to help us develop outreach for the next phase for small retailers.

- Lindsey: Carrie, could you send the website to us so we can be as knowledgeable as possible and know exactly where to direct people? One comment, in the staff report about Eco-Fair and the Peoples' Market volunteering, I want to bring up the idea of going to events where we are not preaching to the choir, but to engage in other events such as Hill Climb. If anyone has ideas of events at which we can reach a different demographic, please bring them up. It is an opportunity for us to learn.

- Compost Planning

- Jess: Heather has been working hard on the compost RFP and it is 46 pages of amazing detail.
- Heather: Jess and Wes will be on the compost selection committee for the compost contract. Important dates: Compost project is going to be put out to bid in a couple of weeks. Pre-proposal meeting is Monday, April 8th at 2 p.m. at ISWR. I believe Jess and Wes will be here and if there are any other board members who are interested you are welcome. Compost proposals are due April 19th at 3 p.m. at ISWR as well. We have a list of evaluation criteria the proposers must meet. The proposals will be scored independently by each selection member and then we would compare notes. Price will be a component of that, but there are many criteria. That contract starts November 1st.
- Don: Can you give us an idea of the other required criteria?
- Heather: It is a qualifications-based selection process. Their proposal, operations plans, staffing plan, past projects of similar nature, references, experience, and price. That's the majority and it is laid out in the RFP. We can send you all the ad if anyone would like to see that. Kent and I have been working on the infrastructure at the site. We are working with Nelson Engineering on the water system. We would like the compost contractor selected before we discuss some of the site design for the interim transfer station closure because we want input from someone who is an expert at this. We have been working with game and fish and county facilities on bear fencing for pad 2.
- Lindsey: Heather, would you mind briefly discussing the scope of who will be involved with the composting program this summer?
- Heather: We are in our third year of the food waste pilot in GTNP. We are expanding this year, adding a second pickup day every week. We are adding locations, potentially Jackson Gold and Tennis and the Airport. We will have the UW students working with us mid-May to mid-June working to create a toolkit that will be used by the food waste generators in town who want to partake in the early adopter's program. We will have a summer temp from UW who will help us implement the toolkit and work directly with the early adopters. Food waste composting at our site is intended to start the spring/summer of 2020.
- Heather: The other thing that will be included in the RFP as a bid alternate will be bio solids. We have been talking with Ted at Friends of Fish Creek Group and County Engineering to figure out an alternative outlet for those materials. Through the summer and into next winter we will be getting established with the new compost contractor, and will also be putting out to bid the contract for the collection and hauling of the early adopters' food waste. Starting next spring, we will bring those early adopter businesses on board, just a few at first and slowly grow the program
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- Floren: Are the businesses you are targeting food producers or business that have food waste from employees?
- Heather: Mainly they will be food producers and food waste businesses. Business that create a lot of food waste such as the hospital and airport.
- Ted: Who is on the selection committee?
- Heather: Myself, Wes, Ted VanHolland, Jess, Kent, Mark McClain from Golder, and Peter Moon from O2Compost.
- Ted: When do you expect to award?
- Heather: Mid- May. The contractor will have a good amount of time to get geared up.

Capital Projects Update (Heather Overholser)

- Recycling Center Phase 2
 - Heather: We are going to bid out the recycling center phase 2 soon. We have a pre-bid meeting April 10th at 2:00 either at ISWR or at TC Public Works and bids are due April 18th at 10:00. We will award the bid mid-May, depending on what the bids look like, if it is in line with our budget. If so, I will seek approval from this board and the commission. If the bids are completely over budget, we will need to circle back and explore SPET and construction in the future. We don't have the funding internally at ISWR to cover a project that exceeds our budget. Any improvements to our system, including strategies associated to our Road to Zero Waste plan, are contingent on the phase 2 addition. In order to expand to new commodities and provide an intelligent sorting system, we really need this phase 2 building. But we cannot do it without the right bid or additional funding from some where else. Kent and I have worked with the architect to cut out anything extraneous.
 - Lindsey: There is another SPET vote in November, is that something we could get on?
 - Greg: At the last Town and County retreat we tasked staff to come up with a list of projects and the processes in which we chose those projects proposed for a SPET. The language for the ballot needs to be written by the end of July.
 - Heather: April 18th is when the bids are due, if I have the language completed by the end of April would that timing allow us to be on the ballot?
 - Greg: For contingency reasons, let staff know your interest in proposing a SPET for the November ballot. If the bid looks good, you don't move forward and don't ask for that to be on the ballot.
 - Johnathan: It seems the Town of Jackson will only go a couple of years on the funding. What we would be looking for is a couple of projects that would be warmly embraced by the community. ISWR certainly has a great reputation in the community as an organization.
 - Lindsey: Is this an opportunity, with the SPET, to include various commodities?
 - Heather: If we put our heads to this and consider the opportunities, I do think there are possibilities there. We have a completely thought out plan, we have a good cost estimate. It is not speculative.
- Carcass disposal, CWD
 - Rachel: The staff report stated that due to unusual weather, carcass numbers have gone up this year?

- Caroline: Yes, the first seven months of this year were higher than the past 5-year average for domestic and wild. FY15 was a big year. Through January 31st of this fiscal year we have collected 28.36 tons. Last year, the entire year, was 25.3 tons.
- Transfer Station update
 - Heather: The roof is currently being installed on the new Trash Transfer Station building. RSCI is on budget and on schedule. I don't have too much to report. They should be done in June. RSCI, the contractor for the Trash Transfer Station, also won the bid for the landfill closure. That project will start June 1st and we anticipate it to be a 5-month project. They did all the concrete work before the weather turned, which was incredible and critical for staying on target.
 - Lindsey: Does that mean we will start using the new facility during the summer?
 - Heather: Yes. This is one reason for extending the Yellow Iron Contract, to try to transition with a contractor in the middle of the summer would be counterproductive. Yellow Iron will just transition over to the new transfer building. The new compost contractor will then figure out the work needed to be done to close the interim transfer station.
 - TTS Water System Improvement Project
 - Tom: ISWR put in a request through our technical assistance grant for a new well and irrigation system for \$50,000. The Conservation District board went to our partnering fund and awarded the grant. It was a logical fit.
 - Heather: Thank you for your gracious donation. That will go out to bid in the coming month or so. The project will upgrade the well, install new plumbing, and a 20,000-gallon water storage tank. We will also bid out the fencing project for summer 2020 installation. We are at the end of the big projects, and now we are looking at the smaller end projects, so the facility works well, and we have all the infrastructure we need.

Public Comment and New Business

- Lindsey: Is there a way to make a dynamic calendar so we can keep it as updated as possible, especially for the volunteer updates?
- Becky: Absolutely, that is something I can look into. The volunteer signup will be on "sign up genius", which updates when someone volunteers for a shift, as well as when we have future volunteer opportunities.
- Lisa: St. John's Hospital is a member of an organization that helps Health Care systems to be more sustainable. This is our 3rd year as a member. Part of the application involves making goals for the next year; calendar year of 2019. We have five goals set. Our first goal is an energy goal. We are completing an energy audit now. We plan to reduce our energy use by 5% in 2019. We have an Operating Room (OR) goal. There are a lot of opportunities in the OR unit to be more sustainable especially involving anesthesia gasses, which are big global warming contributors. There are anesthesia uptake systems into which we are looking. We are also looking to HVAC setbacks. OR rooms must be cooled, and we are looking into motion detectors, so they aren't always running. The third goal has to do with construction and demolition waste. Our goal is to increase our diversion rate. Number two goal is

composting. We started composting food with Haderlie Farms as of January 9. We create about 100 pounds per day, which would conservatively produce 18 tons this year. I would love for us to be involved as one of the County's early adopters. Lastly, we have an annual employee picnic, and I would like that to be a Zero Waste event. It is a great opportunity for employee outreach. Another project we have participated in is a decreased transportation incentive for our employees. We paid employees \$5 per day to walk, ride their bike, car pool, or take the bus to work.

- Heather: For your employee picnic, we could provide volunteers at the waste stations to help direct people. Please keep in touch with us about that.
- Lisa: That is great, thank you. We also plan to have a booth at Eco-Fair this year.
- Carrie: I would love to help as much as possible with the employee picnic.
- Johnny: Do you have renewable energy on site, such as solar? You could potentially partner in our shared solar project with the Town of Jackson. You would absolutely qualify.
- Lindsey: Heather, do we have updates on lighting in the recycling center?
- Heather: After the input we received last month from the board, we feel we should move forward with it. In the mean time we got another price quote back that is approximately \$2,000 cheaper. I also want to go back to LVE and have a discussion on potential savings.
- Tom: I have an update: staff is on the ball and has come to visit the Teton Conservation District about our memorandum agreement for our FY2020 project. They provided a very respectful request that will be examined by our board soon. Thank you for working with us. This process streamlines things for us rather than everyone going through the technical assistance grant. For organizations that we work with regularly, we have agreements, and they come forward and ask to be a part of our overall annual operating budget.
- Lindsey: I think it was great what Johnathan mentioned, we have made a lot of progress, but we need to ask what we can do moving forward. I would invite the board to consider potential major initiatives we would like to see. We are not meeting again until June, please pay attention to how we can stay involved.
- Johnathan: I would like to give a shout out to Johnny and his team around energy conservation and sustainability. We got a report last week on what they are doing to drive us toward other conservation goals. I can't thank them enough.

Motion to Adjourn, Moved: Don; Second: Rachel; All in favor. Meeting adjourned at 4:37 pm.

Respectfully submitted,
Becky Kiefer
ISWR Administrative Assistant
Approved on June 6, 2019
Attest:

Lindsey Ehinger, Board Chair

Jess Wireman, Secretary