Annual Report November 18, 2020

Saturday

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Board Chair Report

Presented by Rachell Coe Chairperson, Saturday Market Board of Directors A global pandemic, country/state/city shut downs, racial unrest, protests, riots, fires, hazardous air and a contentious presidential election -- could 2020 get anymore apocalyptic???? (Well, the zombies aren't here . . . yet.)

Through it all, our amazing Saturday Market team have worked hard and sacrificed to keep our market alive. They cut hours and health insurance (including their own), shaved expenses to the bone, were flexible enough to change tactics and come up with new strategies for dealing with each new challenge, applied and received numerous grants (including keeping track and following the rules to make sure none of the grants turned into loans) and set high safety standards to keep everyone safe. I have NEVER seen a more loyal and hard working group of people -- doing all this for the benefit of the Saturday Market organization, their members and each other. Because of them, we've actually been able to have a 2020 market, have not accrued any debt, and have enough money in the budget to start next year with all guns blazing (if things are back to normal.)

Assisting our staff in keeping the market alive are our wonderful board and committee members who through it all, never gave up and worked hard to support our staff and come up with out-of-the-box solutions that would keep the market going through these unprecedented times. Most importantly, they showed up to meetings (either in person or video conferencing) and market with smiles, positive outlooks, confidence in the future and praise for everyone working so hard. And none of this would have been possible without our phenomenal members!!!! The outpouring of love and support has been amazing -- donations of time and money, acceptance and implementation of all the new changes made to keep market safe, the positive attitude EVERY MEMBER brings to market that helps us all get through this difficult year with hope for the future.

For a tumultuous year that will stand out in history for its MANY challenges, our Saturday Market staff and members have held together as a loving and supporting community that saw us through this year, and hopefully for many years to come -- I am blessed to have worked with such an AMAZING group of people.

Love to you all! Rachell Coe Saturday Market Board Chair

Budget Committee Report Presented by Tym Mazet

TAM

Co-Chair, Saturday Market Budget Committee & Treasurer

BUDGET COMMITTEE REPORT

The Budget Committee met early in the year and created the 2020 Budget as usual, based on last year's expenses with consideration of changes and projections for 2020. We could not anticipate COVID-19 and the devastating effect it would have on Saturday Market and Holiday Market.

Lynn Brown, a long-time member and Co-Chair of the Budget Committee assisted in creating the 2020 budget but left the committee around June for personal reasons. Dru Marchbanks, also a long-time Budget Committee member and Co-Chair, continues on the committee as a member but stepped down from being Co-Chair. New members to the committee include Shannon Lee-Hutson and Rachell Coe. Shannon has taken on the responsibility of Co-Chair with Tym Mazet. Willa Bauman recently resigned due to a busy schedule. We want to give a huge thank you to all of the committee members for their years of service. The history and expertise of long-term members is invaluable on this committee and has been especially helpful during this year. We will be looking to appoint another member in the New Year.

The committee has met many times during the year to consult and guide the General Manager. When markets were closed early in the season due to COVID-19 restrictions we did not change the budget but left it as originally projected so that we will be able to compare and understand the effects for future budgets. The Saturday Market missed 10 markets and reopened with only half the vendors each week. We have not been able to accept new members. There has been very little money coming in for Holiday Market fees since we are still unable to have large indoor gatherings. We also lost the contract with the City of Eugene for Activity Permits because the funding dried up due to COVID-19 - this is a significant loss of income that will not affect us as much this year as it will in future years. We do not expect the contract for the services to come back. Income to the market has been severely reduced due to these circumstances. It has been a blessing to receive a generous amount of donations from market members and the community. Our General Manager applied for and received three grants that have literally kept the market afloat - 1) \$30k from Payroll Protection Program funding; 2) \$41k from Oregon Cultural Trust; 3) and \$24k from the State of Oregon COVID Relief fund.

Management has been extremely effective in making decisions to reduce expenses. Cut backs and lay-offs of staff have been a significant portion of these expenses. We are grateful to the staff for being so understanding, helpful and committed to our market during this time. She has also stopped or cut back every line item possible that was not absolutely necessary. She negotiated with the City of Eugene for a reduced cost of the Saturday Market permit rent and to allow Holiday Market to take place during 5 Saturdays of the holiday season. Another large expense that was able to be cancelled was the Fairgrounds. We were unable to sell there but we will remain in good standing for next year.

The Budget Committee will meet one more time in 2020. We plan to reconvene in the next year to look at the 2021 budget. Though it has been a very challenging year we feel that with the detailed attention of management, staff and the Budget Committee, we are going to end the year successfully and in the black!

Standards Committee Report

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Presented by Teresa Pitzer Co-Chair, Saturday Market Standards Committee

STANDARDS COMMITTEE REPORT

The Standards Committee is a valuable and vital part of the market because it keeps the market what it was and is intended to be, a source of art and crafts made by the person selling it.

The Standards Committee interviews all new market members to make sure that they follow the tenet of the Saturday Market which is the maker is the seller - that the person representing the item for sale at the Saturday Market is the maker of the item. And they brought it forth from basic materials using maximum amount of member contribution.

We talk with new members and ask them about their process. We determine that they know their craft and know how to make what they are proposing to sell. We ask questions to be sure that this is the case. When our screening team is not certain, the item is brought before the full Standards Committee where the person explains their process and the committee has a chance to ask questions. The committee then discusses and researches the item then makes the decision to allow or not. The person turned down by this process does have the option of taking their case to the Board of Directors.

During this year the Standards Committee hasn't discussed any issues concerning members. Because of the coronavirus pandemic the standards committee has not been holding any meetings and any concerns have been handled by your co-chairs and general manager. We hope in the New Year to be able to continue the work of this valuable committee. One continuous ongoing issue and theme for the Standards Committee is the effort to define handmade. The definition continually changes with the social trends, technology and many other factors. The Standards Committee continually discusses this and what is "craft." The Standards Committee interviews, researches, reviews and discusses the basic core principles of the market and makes recommendations to the market Board of Directors.

In addition to product screening this committee is charged with formulating the guidelines that define handcrafted. Each year we review the guidelines and sometimes rewrite them in order to more precisely convey the markets intent. What might seem to be clear words when written, when we try to implement these guidelines they are unclear or fail to allow a reasonable use of artistic accent. This is an ongoing project.

We continue to deal with other issues in the ongoing function of this Committee.

Member input is always welcomed on the above issues or any other concern any member may have. We serve on a voluntary basis and are always open to interested persons.

Committee membership is open to any Market member or family member. Voting rights are granted at the third consecutive meeting attended. All committee meetings are open to anyone and you are very welcome to attend.

Holiday Market Report

Presented by Mary Newell Co-Chair, Holiday Market Committee

HOLIDAY MARKET REPORT

This year has been very challenging and Holiday Market is no exception. As with the Saturday Market, we have had to look at all the options, change plans and ideas, and look at how to best serve the members while keeping us all safe. We have had a lot of discussions on how to create a "Holiday Market" during the pandemic. We looked into what the Holiday Market would look like if we had to social distance, what it would look like if gatherings were canceled, and if it was possible to have the Holiday Market at the Lane County Fairgrounds. In August we decided, based on information from Lane County Health, that it was more than likely not going to be possible to have the traditional indoor Holiday Market. We then started to look at alternatives. With information on the standard market Saturday dealing with Covid-19 and what the cost would be to hold a "Holiday Market" outdoors, we proposed to have this year's Holiday Market on the park blocks, continuing the distancing park blocks booth layout, mask requirements and social distancing already used every Saturday. Due to the unpredictable weather during November and December we created a fee structure similar to indoor Holiday Market to make sure costs were covered as well as having the spaces all pre-booked. We were impressed that so many members stepped up to commit to a Holiday Market on the Park Blocks and it looks like we have a nearly full booking. We are also grateful for the amazing staff that has kept on top of the constant changes due to Covid-19 to keep us all safe, giving us guidance as well as coming

up with decorations to make the park blocks festive. Here's to a happy and successful Holiday Market on the Park Blocks!

Food Court Report

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Presented by Janet Rosenberg Co-Chair, Food Court Committee

FOOD COURT COMMITTEE REPORT

The Food Court Committee acts as a liaison between the board, management and the food court. Like all Market committees, we report our recommendations directly to the Board. We do not make policy. We meet as needed, usually only several times a year. Due to the Novel Covid Health Emergency we did not meet this year. We remained in close contact with staff and canvassed food court members to inform us in our mission to generate solutions for this unusual year.

We helped to develop new procedures to limit spread of the virus in the Food Court by reviewing, translating and adopting measures from the Oregon Farmers Market Association for these times. Changes have included constructing a new floor plan, instituting additional safety procedures for vendors and temporarily shelving the durables and waste sorting programs for both fiscal and safety purposes.

Food Court Committee co-chairs work with Standards co-chairs to approve and encourage new menu additions. We are there to assist with any board or management concerns or projects. We reviewed and accepted four new menu additions this year: "Goat Curry", "Braised Oxtail with Butter Beans and Dumplings" and "Ackee and Saltfish with Johnny Cake" from Irie Jamaican Kitchen, as well as "Nice Veggie" from Nice Rice. We participated in the final probationary review for Irie Jamaican Kitchen's first year at Market, where they completed this period review with excellence. We proudly welcome them as permanent members of the Market!

- Colleen Bauman, co-chair
- Janet Rosenberg, co-chair

Personnel Report

A MANA MALES

Presented by Anna Lawrence Co-Chair, Saturday Market Personnel Committee

PERSONNEL COMMITTEE REPORT

The Personnel Committee (at this time it was 3 of us, Rachell, Anna and Shannon) met one time this year to work on the Membership Survey for 2020. After the June Board meeting, with newly elected board members seated, Jan Speulda was nominated and accepted the position as the 4th member of the Personnel Committee.

Rachell, Anna and Shannon met to discuss the survey form from 2019. The form we started with was 3 pages and had some repetitive questions. We unanimously decided that the form should be edited to try and fit it onto one page for simplification of data collection.

Since this is 2020 we decided to make many of the questions pertinent to this year alone as well as including general questions re: Saturday Market. Interestingly the virus wasn't the biggest concern for the 59 members that answered the survey. The survey answers have been read and calculated for understanding. Members can find that summary in the November 2020 Board Packet.

Thank you,

The Personnel Committee – Rachell Coe, Anna Lawrence, Shannon Lee-Hutson and Jan Speulda



Sustainability Report Presented by Denise Gosar Co-Chair, Saturday Market Sustainability Committee



SUSTAINABILITY REPORT

The Sustainability Committee members met February 25, 2020, for our only face-to-face meeting of 2020. During the first few months of the COVID-19 lock down, we stayed in touch through e-mail messages. When it became obvious to us that the responses to the continued virus presence was going to reduce or eliminate most of the programs we had instituted at Market to manage recycling and composting, we had to regroup, and restart our favorite projects at a later date.

At the February meeting, Julia Garretson and Elise Corin stepped down as co-chairs, and Anna Lawrence and Denise Gosar were elected as new co-chairs.

Originally, we hoped to build on our progress with sorting trash generated at Park Blocks into materials to be composted and materials that needed to be trashed, through out-reach to Market members and friends of Market (regular customers) who would bring containers to be filled with compostable materials that they would then take and add to their home compost or leaf pile. We also were looking into making connections that could use some of the harder to compost materials (see changes in 2019 to what commercial haulers would accept). We had done two major changes to the process of collecting and sorting the trash produced on the Park Blocks site: we moved from the multiple bin, customer sorted trash (based on the Clear Stream format) to a single barrel with signage encouraging customers to "simply throw it in, we sort it before recycling", and moved to using reusable containers with lids to haul the compostables to the recycler, instead of dealing with the compostable plastic bags (which were no longer accepted by the commercial recyclers).

We also began to discuss ways we could help Market members and customers celebrate the 50th anniversary of Earth Day (on April 18) and the 50th Celebration of Saturday Market (May 9). As both of these dates fell during the state closure because of COVID-19, and before Market was able to reopen "with modifications", these discussions were tabled.

After reading the guidelines for Outdoor Markets from the state, and supporting documents from the Centers for Disease Control and Prevention, we agreed that our cornerstone projects of Durable Utensils and sorting trash could not safely be continued. Before we were informed that the Durable Utensils program had to be put on hold, we were able to do some research on what could be used as replacements for the current containers, and were able to reach an agreement that the 80 ounce / 5 pound sour cream containers with lids, available from Rita's Burritos, would be acceptable. (I was told that Rita has quite a stash of the containers in her attic and would be happy to share.)

One of the projects we discussed can continue, and we hope to continue it into 2021: outreach to Market members and customers to make sustainability issues and behaviors we can modify through brief writings in the newsletter's Sustainability Corner. Again, since the Durable Utensils and trash sorting programs are currently on-hold, we

SUSTAINABILITY REPORT, Page 2

want to encourage our members and friends to do what they can at home and other situations.

To several of us, the stopping of the Durable Utensils program and the trash sorting project, while necessary for health concern reasons, feels counter-ecological intelligence. Add to these stressors, many of the other recommendations for "keeping people healthy" multiplies the amount of non-recyclable items that are being added to the community's trash burden – plastic or nitrile gloves, wiping down surfaces with disinfectants and drying the treated surfaces with paper towels, disposable masks. While the gloves and the paper towels may not be replaceable, for most people in general "public" situations "homemade" fabric facemasks can be seen as a functional replacement. Washed with general household laundry, a fabric facemask can last may uses beyond disposable masks.

Denise Gosar writes the following statement:

While I believe no one wants to get infected with this virus, and while the scientists doing research on the virus need time to find out what environmental conditions inactive or destroy the virus, I also believe that I cannot let this virus or fear of infection by this virus force me away from taking care, where and how I can, of the environment. While I and several other members of Saturday Market have decided to limit participation in selling at Park Blocks, I am still a member of the Market family. While we, as a Market family, can not currently use durable utensils, or have some one sort the trash at Market, I – as an individual - can be more diligent about using durables and re-usables at my home, and work to reduce the kinds of trash that end up in landfills. I, as an individual, can continue to educate myself and my distanced friends about what can be done to "do less harm to the environment". I can also continue to gather and organize information to share with others to pick up where we had to stop when a new normal has been reached, realizing that we may not be able to do what we did before March 2020 in the ways we did them.

Respectfully submitted by, Denise Gosar, Co-chair Sustainability Committee



Presented by Colleen Bauman & Willy Gibboney Co-Chairs, Saturday Market Fundraising Committee

FUNDRAISING REPORT

The Fundraising Committee first met August 27th of this year. We began our work by approving the Fundraising Committee's charter as follows:

The Saturday Market Fundraising Committee will work to support market fundraising efforts in three primary ways: develop fundraising plan involving individual donor cultivation, crowd-raising via online campaigns, and revenue targets; work independently on individual donor cultivation and outreach; and leverage market networks to support staff-led fundraising efforts. The Fundraising Committee will report recommendations to the market Board of Directors at monthly meetings.

The numbers:

Fundraising goal \$100,000 Current Committee members: 5

Donations received so far: -Direct donations = \$12,204 (Sources: GoFundMe, PayPal and Cash/Check)

Grants received so far: -Payroll Protection Program: \$30,000 -Oregon Cultural Trust: \$41,254 -State of Oregon COVID Relief Grant: \$24,000

Total = \$107,458 (as of 10/28/2020)

We are still waiting to hear back on a grant from Community Lending Work (lottery) grants.

Please join this committee. We hope to do more fundraising events in the future such as an online auction. We'd love to have you join us in this effort.

Thank you, Colleen and Willy, Co-Chairs

Downtown Development Task Force Report Presented by Diane McWhorter

Downtown Development Task Force Member

DOWNTOWN DEVELOPMENT TASK FORCE

The Task Force has not been called to do much this season. Late in February the Park Blocks Team had its last meeting with the architect teams, and by that time the City Council had begun discussing the financial shortfall of the Urban Renewal Funds available for the full project. Gradually they made the decision to fund only the completion of the Farmers' Site Improvement and Pavilion rather than abandon the whole plan to incomplete efforts that might stall.

As the Covid-19 situation developed it became apparent that there would not be additional funds to find for adding parts back in, and at present the unofficial word is that any improvements to the two southern Park Blocks will be put off 5 to 7 years. The Farmers' part is still in the plans, along with the independent but related plan to shift 8th Street to a two-way traffic pattern with a protected bike lane.

This will likely proceed with some loss in parking, changes in loading, and other adaptations we will make to our new routines. In addition, a permanent restroom is desired by the City for the southwest corner of the West Block, but no details have been determined as yet. Since construction on the street was supposed to begin in August, it is unknown if this will affect us next year or the following one. The rest of downtown is holding on, with the Broadway Streatery providing an outdoor seating space for restaurants. The block between Willamette and Olive is closed to auto traffic. Most of the large athletic events scheduled for 2020 and 2021 were pushed off a year but are still planned.

The email list for getting updates is still available to members who would like to hear directly any new developments. Just email me at dmcwho@efn.org or speak to me at Market.

Diane McWhorter Chair



Kareng Fund Board Member

KARENG FUND REPORT

This was a huge year for the Kareng Fund with the Covid-19 crisis and subsequent career-threatening situation for nearly all artisans in Oregon. The Saturday Market was closed for the first ten weeks, with an additional two lost to air quality in September. While many members were able to get unemployment, for most self-employed artisans it took many weeks and there was an abundance of need.

The Kareng Fund Board quickly realized that funds would be stretched thin, so established a quick Covid-19 Grant of \$250. More than 35 of these have been given since January. A few of the regular grants (maximum \$1000) have also been given to those in need for other reasons as well. In "normal years" the fund gives out about ten grants but since 2015 has seen high need of around \$10,000 per year. The past two years were lower, in 2019 adding up to \$6250. In 2020, just so far, the total granted is \$10,965.00.

Donations have been high as well, with many Market members remembering to give, and the Fund secured a grant from the Oregon Country Fair of \$6500. This generous grant helped unite the two organizations which share many artisans, and broadened community knowledge of our efforts. Other grants have been applied for as they arise, and even Facebook Network For Good has contributed to our cause. Amazon Smile is still an option and it is easy to sign up on Amazon. There is a donation button on the KF website, www.karengfund.org. Phil Dietz, a member of the KF Board for many years, retired this year and Fiona McAuliffe was invited to join in his place. Thanks to Phil for his efforts, particularly his outreach to the Rex Foundation which secured us a grant. In 2020 our meetings have had to be held virtually but the Board continues to meet and work to fill the need.

The fund total remains at about \$35,000 with \$10,000 loaned to Community Lending Works to assist in finding financial advice and help for some crafters who don't quite meet our criteria or can't be funded. That loan can be returned to the fund at any time and is earning interest.

The usual fundraisers of the Basket Raffle and Pottery Smash will not be held this year, and it is unlikely that Art Bingo will be possible either. New opportunities are being explored but a direct donation is always very welcome. Help us publicize the Fund by telling your relatives and neighbors who may have funds to share. Grantees are so appreciative of the help they've received, and often become donors when their situations improve. Thank you so much to all of you for supporting the Kareng Fund so well for over fifteen years.

Diane McWhorter Secretary, The Kareng Fund

Marketing Report Presented by Vanessa Roy

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MARKETING REPORT

The Saturday Market is a stable institution that can anticipate our audience based on our long standing reputation as a weekly outdoor marketplace. We began with our standard booking procedures, and we were within our budget including the amount we set aside to have our big 50th anniversary party. Unfortunately, we were unable to proceed with those plans due the COVID-19 pandemic. We had hard decisions to make all year, and that struggle started with cancelling our entire budget for advertising. We managed to cancel all print and broadcast ads except the annual ad in Cascades and Coast. This is the travel magazine that is distributed at the beginning of every year to all the rest stops and other visitor centers.

Since then, we have been relying heavily on social media for advertising. We converted a documentary video of the Market from the early days in the 1970's, and we held a watch party on YouTube on May 9th, 2020. It was a nice virtual event with 850 views.

Since opening day on June 13th, our engagement on social media continues to increase. We have gained 500 followers and 430 people liking our page on Facebook. We have gained 1,500 followers on Instagram and our posts are trending higher than in previous years. Twitter has gained 100 followers this year, and we have had more engagement on that platform. We continue to have positive Google reviews and maintain a solid 4.6 average. The customer newsletter has gained about 125 new subscribers. Overall, our online presence has been useful given the lack of options for advertising. We have focused heavily on masks and social distancing efforts in order to promote a safe shopping experience. Most members are reporting good sales and mask makers have had a wonderful response to their products.

The additions to the website are a splendid attribute for a year like this. The Artisan Directory and the Weekly Live Map features have been useful. We hope that more members will utilize the Member Portal to add pictures and descriptions to the Artisan Directory since we are still finding a lack of participation by the membership.

We have booked two Holiday Market print ads with the Eugene Weekly in coordination with the Lane County Farmers Market. We are also running 5 second spots on Fridays on KEZI. We will continue to use social media to promote Holiday Market. The community of Eugene is excited to shop with us this holiday season. We will put our efforts toward making it a beautiful outdoor shopping environment.

This year has been a difficult year for marketing not only due to budget constraints, but also managing the level of safety with success. We aspire to bring as many people to the Market as possible while this year has been a balancing act of crowd control and sales to make the day profitable. Overall, we have made another successful year of Saturday Market despite hardships and obstacles. Saturday Market is a juggernaut of ingenuity which will propel us into the next 50 years of selling handcrafted wares in downtown Eugene. -Vanessa

State of The Market Report Presented by Kirsten Bolton

Saturday Jarlet

General Manager

STATE OF THE MARKET REPORT

Every year we hold an annual meeting where a five year analysis of our revenue, expenses and membership is presented. This year your Board has decided not to hold an in-person annual meeting and instead provide a written annual report to all members via an email link. The Board invites members to send their comments/questions about the annual report to the Board via email to info@eugenesaturdaymarket.org. All emails will be read by the Board and answered directly through email. I encourage you all to review the following financial reports and submit questions.

What a challenging year this has been for all of us. The Market was ready to celebrate our 50th Anniversary this year. Due to the COVID-19 pandemic all our plans changed quickly and drastically. There was real concern if we would be able to open this year. Fortunately, we were able to open in June. We had to completely revamp everything we do with the focus on keeping members, staff and our community safe while still providing the opportunity for our members to continue their businesses and generate income.

Businesses have experienced financial hardship this year, and Saturday Market is no exception. We had to reduce our footprint to half the normal size, alternate reserve members weekly, reduce staff size and cut expenses. In order to meet the remaining expenses we initiated a fundraising campaign, applied for and received a Payroll Protection Program grant, an Oregon Cultural Trust grant and a State of Oregon COVID relief grant. All of these efforts have helped us stay open, and we are positioned well to open again next year.

Our fiscal year runs from April 1st – March 31st of each year. The first financial report covers year-to-date revenue expenses for 2019/20 vs. 20/2021 through September 2020. Since our current fiscal year won't end until March 2021, we won't see the full financial picture for this fiscal

year until the next annual meeting report in 2021. What I can tell you from this year-to-date comparison is that we have done a great job with limited resources.

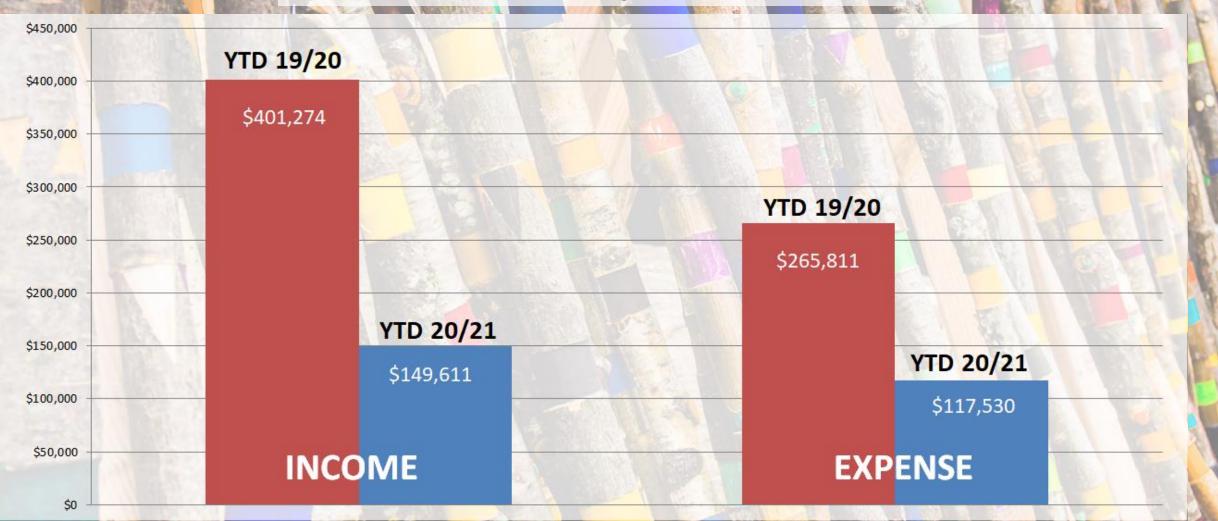
The next financial report is the five year income trend. As you will see 2019/20 was a record setting year for revenue. We had hoped to carry this momentum into 2020 with another successful year, but we will have to wait until 2021 to see that momentum again.

The five year expense trend follows the principle that we can't spend it if we don't earn it. In 2019/20 times were good and we added an Information Booth to the County Court house block and added new booth spaces. Unfortunately, none of this could happen this year.

The final two financial reports focus on Membership revenue and totals. We chose to stop taking on new members in July after delaying the decision. It was determined that we needed to focus on taking care of the 400+ current members. We continue to receive many inquiries about becoming a member, so it is our hope that membership will open up to new members in March 2021.

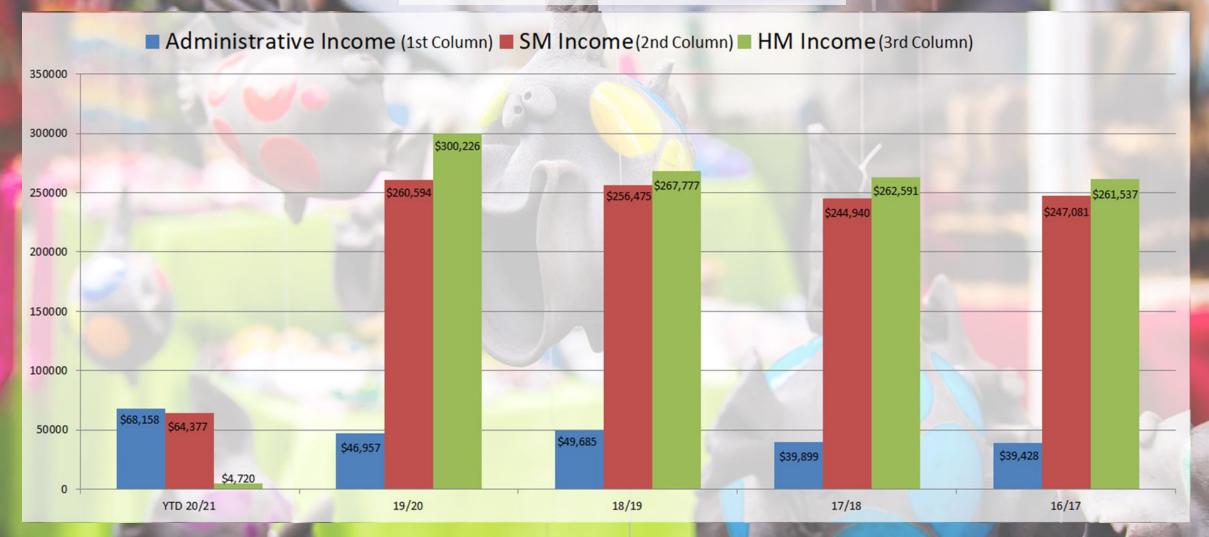
Member sales were good and the community came out and supported us. What will 2021 look like for us? It could be back to business as usual, or more of the same. What I can tell you is that we are committed to seeing Saturday Market thrive for 50+ more years. We have taken the necessary steps to assure our continued operations. We hope that you are as committed as we are to continuing the Saturday Market tradition of being open every Saturday, rain or shine, April through November and Holiday Market November and December every year. Your staff is committed to your success for years to come. - Kirsten Year-To-Date Income & Expense Thru 9-30-2020

Saturday Jarket



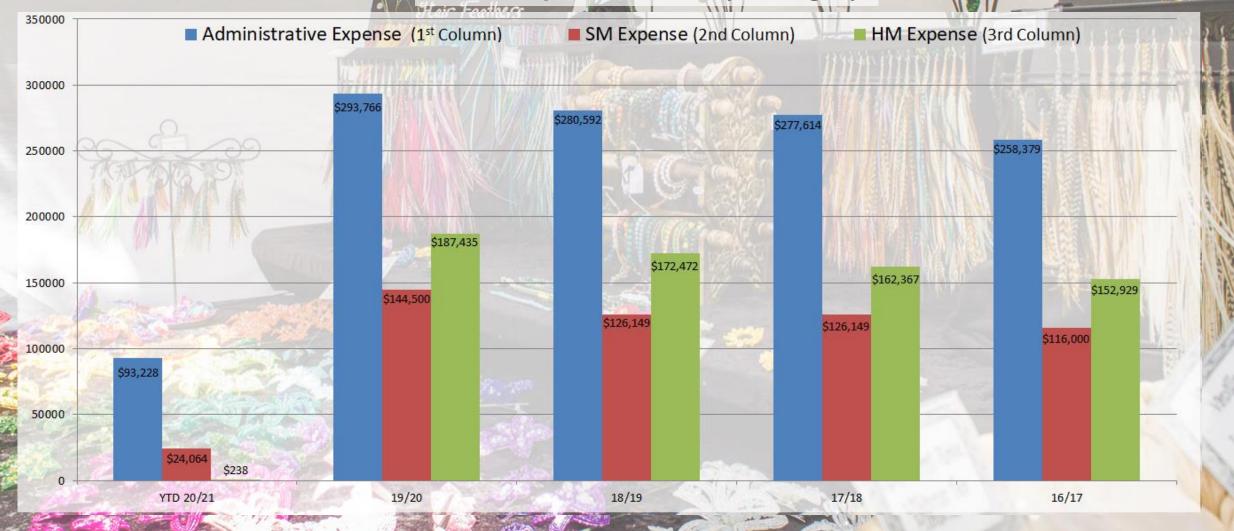
5 Year Income Trend By Category

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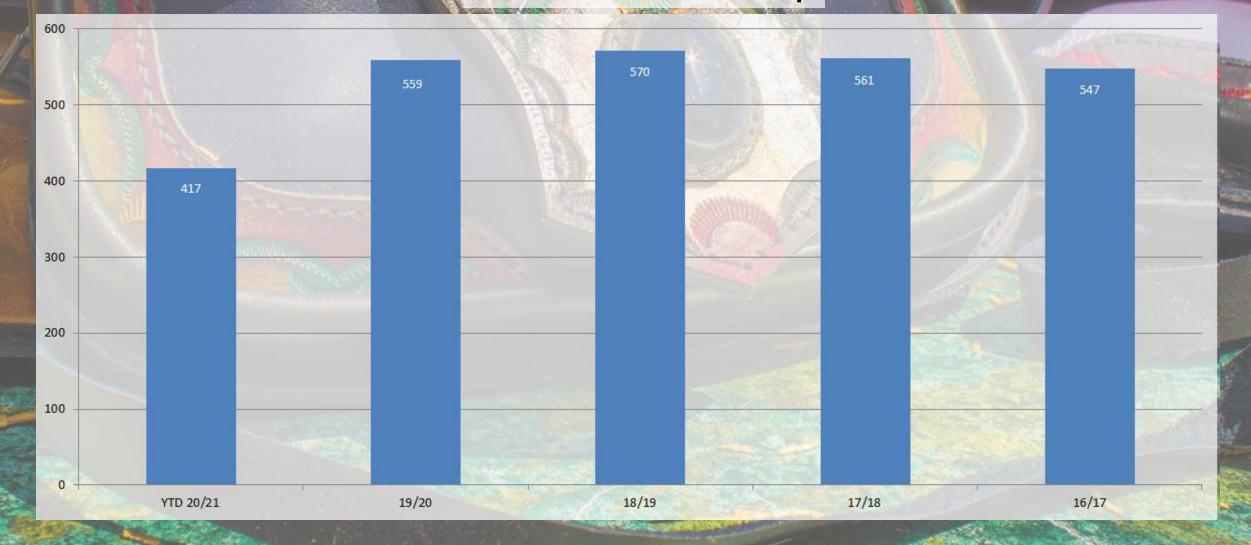
5 Year Expense Trend By Category

Aura



5 Year Trend - Membership

Saturday Marke



5 Year Trend - Membership Revenue

Saturday Market



Organizational Chart

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COLUMN STATE



Improvements

New Member Database Implemented February 2020

Ability to Broadcast Email all Current and Previous Members New Weekly Live Map on Website

New Email Market Receipting

Accomplishments

Successfully navigated opening Market

Awarded Oregon Cultural Trust Grant

Awarded a State of Oregon COVID Relief Grant Started Saturday Market On-Line Marketplace

Secured Payroll Protection Program Funding

Created a Direct Fundraising Campaign

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Thomas Sebastian 5/18/1959-7/12/2020