



Great Swamp Watershed Association

Meeting of the Board of Trustees

Monday, September 14, 2020

9:00 a.m. – Zoom Video Meeting

Agenda

- Great Swamp Great Music Festival Wrap-up (Val Thorpe)
- Great Swamp Virtual Gala Update (Debbie Rice)

- Approval of Board Minutes from 7/31/2020 Meeting
- Finance Report
- Executive Director Report
- Development Report:
 - Monthly Development Summary
 - Grant Activity
- 40th Anniversary 2021
- Other Business
- **Next Board Meeting**
- Adjourn

Upcoming Events

<i>Tues., Sept. 15</i>	<i>September Wetlands Restoration Hike</i>	<i>6 p.m., CMA</i>
<i>Thurs., Sept. 17</i>	<i>Virtual Evening Briefing: GSWA 101</i>	<i>6:30 p.m., GreatSwamp.org</i>
<i>Thurs., Sept. 24</i>	<i>September Wetlands Restoration Hike</i>	<i>6 p.m., CMA</i>
<i>Sat., Sept. 26</i>	<i>2020 Great Swamp Silent Auction Goes Live</i>	<i>GreatSwamp.org</i>
<i>Tues., Sept. 29</i>	<i>Virtual Evening Briefing: Putting Your Garden to Bed</i>	<i>6:30 p.m., GreatSwamp.org</i>
Thurs., Oct. 1	2020 Great Swamp Virtual Gala	7 p.m., GreatSwamp.org
<i>Tues., Oct. 6</i>	<i>October Wildflower & Change of Seasons Hike</i>	<i>5 p.m., Location TBD</i>
<i>Thurs., Oct. 8</i>	<i>Virtual Breakfast Briefing: Environmentally Friendly Cleaning Products</i>	<i>9:30 a.m., GreatSwamp.org</i>
<i>Thurs., Oct. 15</i>	<i>October Wildflower & Change of Seasons Hike</i>	<i>5 p.m., Location TBD</i>
<i>Tues., Oct. 20</i>	<i>October Wildflower & Change of Seasons Hike</i>	<i>5 p.m., Location TBD</i>

Communications Board Report – Val Thorpe Sept 3, 2020

EVENTS

3rd Annual Great Swamp Great Music Festival Wrap-up



Despite COVID-19 and rain, our festival netted just over \$14,000, attracting 200+ attendees. But let me back up a bit...

Once we decided to move forward with this event, we focused on the safety of all who would be in attendance that day – audience, staff, volunteers, vendors, band members, sound technicians, etc.

COVID-19 Safety Precautions

- **Written safety protocols** were prepared weeks before the event for attendees and for each festival station. These were based on current guidelines set forth by Gov. Murphy's office. Vendors, etc. received their protocols prior to the event. Attendee protocols were posted on our registration site and attendees also received hard copies at registration.
- **Limited capacity** – the event was limited to a 500-person headcount to include band members, volunteers, vendors, etc. We purchased clickers to count arrivals and departures.
- **No alcohol/swamp shack this year** – although we lost revenue with this decision, we felt it was the right choice for the safety of our staff and volunteers.
- **Registration took place from cars** vs. standing in lines to reduce face-to-face contact
- **Social distancing festival spaces** were created on the field using donated eco-friendly field paint and applicators. Some staff and one unsuspecting volunteer (my poor friend) painted 15'x15' squares on the festival field over the course of 3 days in some serious heat. Each festival space was surrounded by a 10' aisle to easily manage social distancing.
- **On-stage** – microphone covers were replaced, and shared equipment was sterilized between each band set.
- **Hand sanitizing stations** were set up outside the porta-johns (with proper cleaning instructions) and in food and registration areas.
- **Signage** was placed throughout the festival reminding attendees: "Wear your masks" and "maintain 6' social distancing."

Two food vendors dropped out the morning of the event, one due to the rain, the other because he feared he might be experiencing COVID-19 symptoms. (He made the right decision to cancel!) Our remaining food vendor was informed immediately and came prepared to serve the entire festival. Our ice cream vendor and merchandise vendors were also happy with their sales that day, so again, it was not a washout by any means.

This year we rented a professional stage. It was amazing! All five bands played like they were performing in front thousands. I spoke with the band members before and after they played and without exception, they expressed their absolute delight in being asked to perform at our event - and they all want to come back next year.

Audience members trickled in and out, as did the rain, but one thing was certain – everyone was having a great time. Some said it was our best festival yet! A good amount of people who purchased tickets did not come, yet we made approximately \$1000 at the gate. We have no doubt that had it been a sunny day, we would've been turning people away at the gate to stay within our 500-headcount max.

Unlike the Hartley Farms Polo Field, where Nic generously allowed us to haul everything in and out over the course of many days, we had to do it all in one day at this new venue! I am so proud of the staff and volunteers who came out to paint lines in the hot days leading up, and to set up the entire festival in the rain the morning of. Every single person kept a smile on their face and returned to me time and again to ask, "what next?" And at the end of the festival, most of our volunteers breaking down the event had been there since setup. With soggy feet and packed cars, we got out at about 9 pm.

Special thanks to Wade Kirby who did an amazing job as emcee, engaging the audience while promoting our fabulous sponsors who donated a total of \$22,500 (which was also Wade's doing)! In addition, Wade secured the donation of supplies to paint the field and ran what seems like 100 errands to pick-up and drop off festival necessities. Additional special thanks to Kevin Sullivan for helping secure Giralda Farms and the necessary permits, Cindy Sullivan for enthusiastically tackling a variety of important tasks big and small, Kathy Pfeil and Kit Stinson for getting the word out to the masses, Nic Platt for securing Rubinetti Trash for us once again, and the entire GSWA staff for answering my calls and doing whatever was needed to make this happen. It really takes a village.

Rain or no rain, the day was a big success!

Virtual Gala

- Participated in the interviewing and hiring process of the event production people
 - Producer
 - Videographer
 - Sound engineer
- Crafted speeches, save-the-date card, advertising form, etc.
- Assisted with the creation and flow of the event
- Collaborating with the producer and Sally on the run of show, timelines, scripts, registration, video shootings, etc.
- Obtaining auction items
- Promoting in eNews and electronic calendars
- In the process of drafting a press release to share with media outlets

Other Upcoming Events

GSWA is offering hikes at the CMA now through October. We are utilizing these events as membership drives. We are also offering our new virtual breakfast and evening briefings promote environmentally safe solutions to gardening and house cleaning.

eNews

Continue to share GSWA news and events via our eNews email blasts, reaching approximately 2500 recipients per communication.

GRANT PROPOSALS

Assisted Sally with editing grants

GSWA IN THE NEWS

NJ Hills Media newspapers and electronic editions ran pictures from the music festival August 20 & 27, including the front page of the Chatham Courier.

InsiderNJ also ran pictures from the event.

A press release will be crafted and sent to the news outlets next week promoting the Virtual Gala. Keep an eye out for it!

As always... please follow us, like us, and share us

Use the links below to join GSWA's social media, then copy/paste the info below and share with your families, friends, and colleagues:

Please support the Great Swamp Watershed Association (GSWA) by liking and following us on social media!

Facebook: <https://www.facebook.com/GreatSwamp/>

Instagram: <https://www.instagram.com/greatswampnj/>

Twitter: <https://twitter.com/GSWA>

Learn more about GSWA at: www.GreatSwamp.org



2020 VIRTUAL GALA

OCTOBER 1, 2020

Your Participation Makes A Difference

2020 has been a most challenging year for GSWA and we have risen to that challenge, keeping active throughout the community, continuing our critical water monitoring, upkeeping our land stewardship for your enjoyment of our trails, and working hard to develop new educational programs that benefit us all. We are dreaming big for our upcoming 2020 Great Swamp Gala and Silent Auction, but we need your help to make the event a success.

There are so many exciting and easy ways to show your support. Please participate at the greatest level you are able and spread the word! GSWA counts on you, and every effort makes a difference.

□ BECOME A GALA UNDERWRITER

Being a Gala Underwriter is a high-profile way to promote your support for GSWA's mission and your business. Underwriters have three levels of participation to choose from and receive prestigious recognition during the virtual Gala, notable visibility in our online Silent Auction, extended online and social media exposure, as well as complimentary Gala Celebration Wine Packages. (See attached for more details.)

□ ADVERTISE YOUR BUSINESS

Becoming a Gala Advertiser is a great way to promote your business and support GSWA. Your business will gain exposure to a large audience of viewers tuning in to our virtual Gala, many more than an in-person event. There are two levels of advertising to choose from, including an option for Customer Appreciation. (See attached for more details.)

□ REGISTER AND WATCH THE EVENT

GSWA does a lot of good work and has come up with a most unique way to share our good news through our virtual Gala. The event is FREE to all! As an avid supporter, be sure to register for the Gala early, so you don't miss a thing. Please tell your friends and colleagues to join us as well—more viewers mean more support for GSWA. Register today on our website.

(Continued ...)

PURCHASE A GALA CELEBRATION PACKAGE

Our Gala Celebration Packages are a fun way to make the event even more special—right at home! Packages include fine wines and delicious homemade gourmet snacks, delivered right to your door in time for the show, and there is even a non-alcoholic option as well. (See attached for more details.)

HOST A “VIRTUAL TABLE” VIEWING PARTY

We will all miss being together in person for the party this year, but there’s a special way to keep connected with your Gala friends and colleagues. If you traditionally purchase a table of seats at our annual event, why not host a “Virtual Table” and viewing party instead! Invite your tablemates to join you in viewing the Gala and we’ll send along your good wishes in the form of a Celebration Package of fine wines and snacks on your behalf. (See attached for more details.)

SHOP OUR AUCTION

We hope all of our supporters will browse and shop our Silent Auction, due to be live on Saturday, Sept. 26. Bid often and generously to help us meet our fundraising goals! Watch for more details in your email and on our website.

DONATE AN AUCTION PRIZE

A great auction needs great auction prizes. Is there something wonderful that you or a friend can donate to help our auction be a success? If so, please fill out a donation form attached and get us your donation before Sept. 25. We will really miss our beloved theatre tickets, sports event tickets, and live concert events in this year’s auction. Please help us fill that void.

*On behalf of the entire staff at GSWA,
thank you for your continued and generous support!*

You make a difference!

GSWA Board of Trustees Meeting
07.31.2020
Minutes

Sally convened a meeting of the Board of Trustees on Friday, July 31st at 8:07 a.m. via ZOOM video conferencing. Board members present included Marilyn Dee, Yorgi Vlamis, Kathy Pfeil, Alan Pfeil, Reed Auerbach, Jay Delaney (Advisory Council), Clark Wagner, Gerry-Jo Cranmer, Tony DellaPelle, Guy Piserchia, Jordan Glatt, Matt Krauser, Dot Stillinger, Kate Barry, Lisa Stevens, Nic Platt, Fran Schultz (Advisory Council), Kevin Sullivan. Debra Apruzzese and Teresa Lane. Absent were Paul Boudreau and Chris Obropta. Staff members included Val Thorpe, Debbie Rice, Sally Rubin, Sue Levine and Wade Kirby.

Val then reviewed all the details pertaining to our upcoming music festival to be held on Sunday, August 16th from 2 p.m. - 7 p.m. at Giralda Farms. Debra Apruzzese expressed her concern in hosting the festival this year in view of the health challenges posed by COVID-19; specifically the safety of attendees as well as the public relations risk for the Great Swamp Watershed Association. Sally confirmed that we will hold the event safely and follow the appropriate protocol. She then referenced other outdoor events recently held in Morristown, Oldwick, and Long Hill. Sue Levine remarked that mental health is an important contributing factor for the festival's success. Gerry-Jo Cranmer suggested that the prescribed social distancing be more than 6' apart. Teresa Lane advised us to enhance advanced ticket sales. Sally asked the board to assist with placing lawn signs at their various local locations. Gerry-Jo said she would help. Jordan Glatt expressed concern about the event being sold out due to the 500-person limit, a New Jersey State mandate from the Governor. A suggestion was made to ask for peoples' cell phone numbers to call from a "waiting list." Teresa Lane requested that flyers along with lawn signs be left outside the office for board members to retrieve. Tony DellaPelle said that we should over emphasize the safety protocol ahead of time. Sally confirmed that the safety protocol for the event is now listed on our website. Sally asked for board volunteers to help with "lyming" the field for safety. Nic Platt suggested stakes in the ground to mark out the territory with a 20' distance. Jay Delaney has a collection of political campaign sign holders that we can use. We will not ask people to sign a Hold Harmless Agreement. Expenses for the festival are less this year. We have the potential to make between \$13,000 and \$16,000. Pending sponsorships include Atlantic Health System and the Community Foundation of New Jersey.

Debbie then updated the board on the Virtual Gala to be held on Thursday, October 1st. There will be no per person charge this year and a producer and videographer have been hired. There will be a VIP viewing package including wine and snacks delivered to your home. A reminder that friends and family can view the Gala from anywhere. A Master of Ceremonies is needed...any suggestions? The Silent Auction will stay open for bidding following the event, and the winners may pick-up their items at the office. We need the board's help in soliciting

silent auction donations; this year to include gift certificates, art, wine, handbags, jewelry, and we have already received an electric bike! Nine or ten short videos will enhance the event. Electronic invitations will be emailed and sent through social media. Postcards will be mailed and the Gala notification will be posted on our online calendar. *Debbie explained that board support is crucial to the success of the Gala and please equal or exceed your contributions from last year.* There will be no printed program this year. Tony DellaPelle raised a question about emphasizing the quality of the wine?

Sally then called for approval of the Minutes from the Board Meeting held on June 8th. Alan Pfeil approved, and Lisa Stevens seconded.

Sue Levine then delivered a Finance Report. She presented June YTD preliminary results which are favorable to budget. There are some timing issues with certain grants received earlier than usual. GAAP requires those funds to be recorded upon receipt. The funding for the Music Fest Sponsorship will be pushed into the next fiscal year. The audit will start shortly with a target completion date of the November board meeting. The finance committee will be asked to review the first few months of the fiscal year to evaluate any potential concerns which will then be addressed with the board.

Reed Auerbach asked about the PPP loan and how it was used? Sally said no staff bonuses were given at the end of our fiscal year. Sue said that historically July and August are low income months and this year so far is no exception. Jordan indicated that all non-profits he knows are in trouble. Sally confirmed the agility of our virtual education programming and productive land stewardship days. Our college interns are working hard, and the CMA looks terrific! Participation with our upcoming hikes was advocated by Lisa Stevens.

Sally said the Kent Property Title looks fine and she is waiting for the survey. Dot Stillinger requested a copy of the Title be sent to her, as well as Lisa Stevens. Sally will send to them and hopes to close on the property in September.

Sally proposed the next board meeting for early September, soon after Labor Day. She asked that ethnic diversity be a priority in acquiring additional board members, and Jay Delaney offered to be helpful.

Sally adjourned the meeting at 9:40 a.m.

Respectfully submitted,

Wade Kirby
Director of Development

Great Swamp Watershed Association
Profit & Loss Budget Performance
July 2020

	Jul 20	Budget	% of Budget	Jul 20	YTD Budget	% of Budget	Annual Budget
Ordinary Income/Expense							
Income							
2020 PPP Loan Forgiveness	0	0	0%	0	0	0%	109,500
4% Fund Transfer Draw	0	0	0%	0	0	0%	40,000
401K Operational Reserve BD	0	0	0%	0	0	0%	15,920
Advocacy Operational Reserve BD	0	0	0%	0	0	0%	10,000
Annual Event	0	0	0%	0	0	0%	82,625
Corporate	0	113	0%	0	113	0%	85,350
Foundation Support	32,000	35,000	91%	32,000	35,000	91%	235,000
Individual - Membership	5,160	3,700	139%	5,160	3,700	139%	50,000
Individual Major Donors	4,500	1,000	450%	4,500	1,000	450%	150,000
Individual Trustee Giving	0	500	0%	0	500	0%	30,000
Music Fest Event	13,750	3,500	393%	13,750	3,500	393%	56,200
Other incomes misc	88	67	132%	88	67	132%	800
Programs - Education & Outreach	50	0	100%	50	0	100%	12,000
Restricted Individual Donations	0	0	0%	0	0	0%	15,000
Total Income	55,548	43,879	127%	55,548	43,879	127%	892,395
Gross Profit	55,548	43,879	127%	55,548	43,879	127%	892,395
Expense							
Administrative Expense	9,320	6,049	154%	9,320	6,049	154%	105,670
Administrative Payroll Total	41,652	44,774	93%	41,652	44,774	93%	605,944
Advocacy / CAGs / Other	131	833	16%	131	833	16%	10,000
Annual Event Expenses	2,477	2,250	110%	2,477	2,250	110%	24,147
Development Expense	0	648	0%	0	648	0%	9,252
Education and Outreach	0	79	0%	0	79	0%	4,850
Mailing	0	165	0%	0	165	0%	8,604
Membership	54	200	27%	54	200	27%	15,000
Music Fest	1,324	0	100%	1,324	0	100%	30,000
Stewardship	671	0	100%	671	0	100%	25,950
Stewardship Land Acquisition	0	0	0%	0	0	0%	11,000
Uncategorized Expenses	40			40			
Water Quality	488	3,683	13%	488	3,683	13%	45,750
Water Testing - Well	0	0	0%	0	0	0%	2,000
Total Expense	56,158	58,682	96%	56,158	58,682	96%	898,167
Net Ordinary Income	-610	-14,802	4%	-610	-14,802	4%	-5,772
Other Income/Expense							
Other Income							
Bequests	0	583	0%	0	583	0%	7,000
Total Other Income	0	583	0%	0	583	0%	7,000
Other Expense							
Pilgrim Pipeline Restricted Fun	150	0	100%	150	0	100%	0
Total Other Expense	150	0	100%	150	0	100%	0
Net Other Income	-150	583	-26%	-150	583	-26%	7,000
Net Income	-760	-14,219	5%	-760	-14,219	5%	1,228

Executive Director report for September 14, 2020 board meeting

1. Music festival
 - a. Logistics for Morris County Park Commission use of Giralda
 - b. Set up event over numerous hot humid days!
 - c. Held all day event
 - d. Breakdown of event
 - e. Recovery from event!
2. Gala
 - a. Organized, created content, and attended 9 video tapings
 - b. Numerous discussions with videographer and producer
 - c. Discussion with live stream audio visual contractor
 - d. Created underwriter and advertising virtual benefits package
 - e. Solicited and obtained underwriting support from NJ American Water and BASF
3. Wrote articles and edited fall newsletter
4. Rolling Knolls
 - a. Wrote quarterly grant report
 - b. Reviewed numerous documents from Freedom of Information Act request
 - c. Reviewed consultant report of document review
5. Kent acquisition in Chatham
 - a. Reviewed survey
 - b. Discussed title issue with title company. Issue resolved. (seller trust document not available so all heirs must execute conveyance)
6. Discussion with S2S regarding virtual programming
7. Virtual staff meetings
8. Met with JCP&L rep to receive \$5000 grant check
9. Site walk and numerous discussions regarding EQIP project at CMA. Project can only take place during October due to DEP regulations and project came in significantly over grant award amount. It is unknown at this time whether we will be able to proceed this year, especially due to financial concerns.
10. Wrote the following grants:
 - a. BASF gala request
 - b. PSEG gala request
 - c. Watershed Institute virtual education
 - d. Hyde & Watson (also Union Foundation and EJ Grassman Foundation) virtual education technology, office technology and water quality equipment
 - e. Fred Fatzler Foundation general operating support
 - f. Meerwarth Family Foundation education
11. Readvertised for Director of Institutional Relations

GSWA Water Quality Programs

Board Meeting Report

September 2020

As we continue to navigate the challenges of remote working/teaching I thank you all for your continuing support of our organization.

Water Quality Monitoring

Chemistry Monitoring

Chemistry monitoring is proceeding as planned. Our third round of chemistry sampling was collected the third week in August. The lack of rain through the end of July and early August meant that the August sampling was completed with some of the lowest flows we have seen in a number of years. I will be especially interested to see how these results differ from previous samples collected in quarters one and two of this year.

Visual Monitoring

Our spring visual assessments have been completed and we are getting ready to start fall assessments in October. We will be holding a virtual stream assessment training on October 9th. Watch the GSWA web site and social media outlets for more information. We are also teaming up with REI to run an assessment training for a number of their staff who have show an interest in adopting a stream site as a group.

Our new online stream assessment train course continues to be available to all on the GSWA web site. If you are interested in becoming a volunteer or just would like to know mare about what we look for in a healthy stream, please head over to the web site and check out this great new resource. We are tentatively looking to hold an in-person training in the fall depending on the status of the virus. If an inperson meeting is not feasible then we hope to hold a live virtual training.

Macroinvertebrate sampling –

The 2020 macroinvertebrate sampling has been completed. We sampled 16 sites including sites within the historic 10 towns area, new downstream sites along the Passaic. We also did some follow-up sampling along Loantaka Brook downstream of the restoration/wetland project we completed with Seaton Hackney Stables in 2015 to monitor the success of our efforts. Finally we added three sites along the Silver Brook to collect preliminary data on the macroinvertebrate population prior to work starting on the EQIP restoration project in that area. Samples will be delivered to Normandean labs for identification in mid-September.

Bacteria sampling –

The 2020 bacteria sampling project was completed the on August 4th. I would like to thank all of our volunteers for their hard work and diligence. Bacteria results showed improvement on almost all of our sites including the areas along Loantaka Brook downstream of the Seaton Hackney Stables. However, elevated levels are still being detected in Spring Garden Brook and Silver Brook. To that end we are working with a company to do source tracking along both these sites. We have been given four test kits

to work with free of charge and look forward to the results showing some light on these ongoing trouble spots.

Microplastics –

We received our preliminary raw data from New Jersey City University (NJCU) before the university closed down due to the virus. The data compiles the plastics quantitative data from our 2019 round of sampling, 15 samples in all. Ten of these samples were due to have extended follow up testing done to determine the chemical make up of the particles that were discovered. However, the shutdown of NJCU campus occurred before this final level of testing could be completed. They have assured me that the samples have been preserved and the chemistry testing will be performed as soon as they are allowed back on campus.

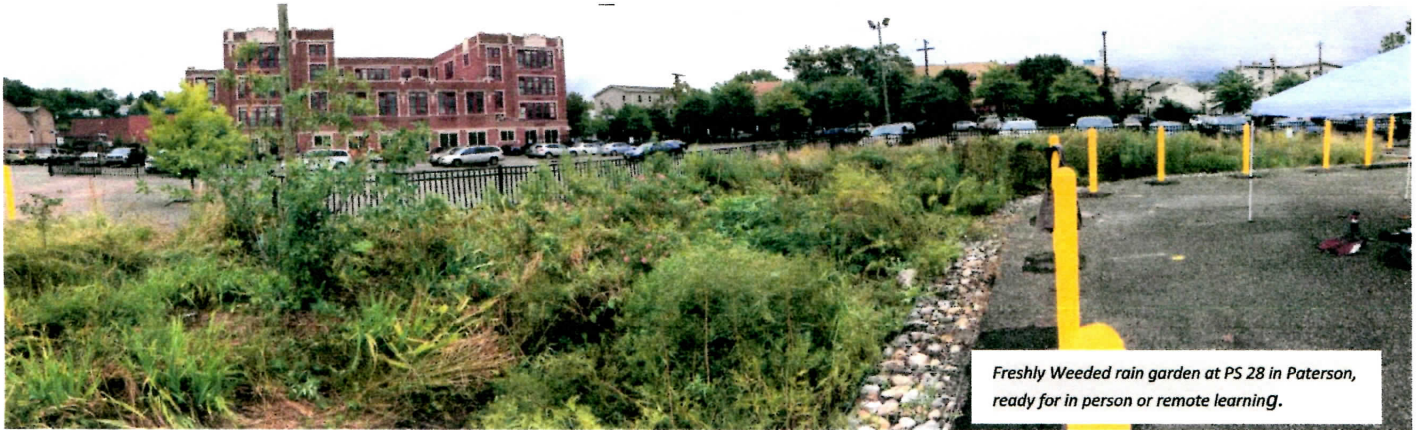
Our storm flow microplastics samples have been collected and preserved in the GSWA lab. We are waiting for the reopening of the NJCU campus to drop them off and finish up this important project.

Culvert Sampling –

Adam Palmer and I have been working to become certified with the NY/NJ Harbor Estuary Program (NY/NJ HEP) to be lead observers for the NAACC Culvert sampling program. We have both now completed all the required training both online and in the field. We will be sampling over 50 culverts throughout the Passaic Headwater region. This program helps to determine the status of the culvert crossings (bridges, pipes or other structures) for ecologic connectivity for both aquatic and terrestrial organisms. Through a series of observations, not unlike the visual stream assessments, we can offer data on the stream connectivity through the culvert crossings. This helps to determine if a crossing needs to be upgraded or altered in some way to help with the over health of the local ecosystem. We share this data with both the NAACC and the NY/NJ HEP.

Remote Education –

As we move into the fall we are continuing to work with teachers and schools to provide virtual water quality programing to the students in our area. Hazel England, Adam Palmer and I are all working on re-writing our curriculum offerings so that we are ready to provide a wide range of programing live streamed directly to the students in classrooms or at home. Many of the schools we work with already have sent their sincere thanks that we were able to connect with them during the end of the school year. Letting us know that our live stream programs got a much better response than just lecturing or having the students watch a pre taped program on the subject.



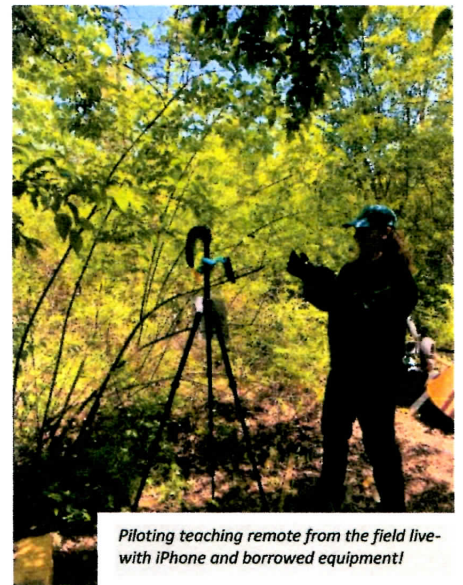
Freshly Weeded rain garden at PS 28 in Paterson, ready for in person or remote learning.

Overview

The last weeks have brought some clarity as to how students will be learning in the first months of the school year, as we continue to feel the impacts of COVID 19 six months on.

More information is known about which districts will be virtual only (e.g. Newark, Paterson, Bridgewater to name just a few), those learning through blended in-person and at home school days, (e.g. Madison) and which schools (few, and mostly private such as Pingry and Kent Place), plan on opening fully to in person learning.

The contrast between student outcomes in underserved districts, and those with the space and resources to enable in-person opening has never been more stark, nor the need for GSWA’s quality hands on and interactive STEM focused education greater. Studies have shown many urban school students lost half a year of learning, and testing results show them regressing more than six months while learning from home. Students in schools we regularly work with faced inadequate or no access to home computers and Wi-Fi this spring, which deeply impacted successful learning outcomes. We need to provide education that is both helpful and relevant in these extraordinary situations. We have continued to talk closely with the teachers we work with, to learn what their needs are for our content this year. We are starting a new school year with the education scene still in turmoil.



Piloting teaching remote from the field live-with iPhone and borrowed equipment!



Weekly food line for emergency food aid near the rain garden at PS28

On a somewhat positive note, we happened to be in Paterson weeding the rain garden at PS28 last week as students lined up to receive one of 10,000 brand new Chromebooks to ensure their access to technology for the upcoming year. At the same time, and for several hours on the other side of the building, was the weekly line for emergency food aid, another reality of current life here, and an additional barrier to learning for many students.



Monarch on Swamp Milkweed in the middle of Paterson School 28 rain garden. School and high rise in distance.

It has been understandably tough to plan for this upcoming year to say the least, as teachers and administrators grappled with the details of how to safely open schools to in-person learning, and GSWA staff figured how to be able to teach in totally new ways, safely, and effectively. We have spent the last two months writing many, many, foundational requests which seek support for us to develop totally new environmental education content consistent with our mission and values as an organization, but that we can offer both synchronously and as self-paced discrete lessons, as replacements for in-class and field based programming.

We have sought funding support for:

- The technology- cameras, mics, tripods, and tablets we can use to teach from “the field”
- The training to effectively use all this new-to-us technology and the best setups to do so.
- The creation of new formats and content for programs we can offer this year virtually.
- The educational sessions themselves, to be able to continue to work with cash strapped, underserved districts, primarily in Paterson and Newark where need is greatest.

We are focused on transforming our previously in-person, hands on programs such as the watershed model and water quality education presentations into short chunks that can be accessed in multiple ways. We have begun storyboarding some of our programs and even started filming clips of us teaching content to be used for self-paced and asynchronous pre-lessons. These will use a combination of clips, videos, talk over slides and worksheets that fit together to prepare students for live sessions. Live remote teaching will still be a major component of our classes- and we are figuring new ways to cover the materials we need to explain. It is hard!!!

We will be dropping into Google meet classes with students virtually, live from the field, backyard or office. We are making the content in more concentrated chunks to appeal to teachers who cannot always connect live with students. For example, when online, schools often meet in 25-minute periods rather than 45-minute traditional classes. Our content and pacing must reflect this timing.

Funding requests to Bristol Myers Squibb, Valley Bank, Bayer, NJ Conservation Franklin Parker Program, The Watershed Institute and PSEG amongst others are all still pending. It is a nerve-wracking time to see if funders will support our efforts to create new content. If funded, it will require enormous effort to create and retrain totally in this method of delivery. As I wrote in our newsletter, we have had to become storyboard creators, vloggers and film editors- (these are not skills we typically exercised in the past) to create content that we can use to teach effectively. ‘GSWA programming everywhere and anywhere’ is the mindset we are trying to cultivate as we develop this new content. This approach requires staff (some of us more than others 😊) to overcome a huge learning gap to effectively teach in totally new ways, using new technology and approaches- I cannot overstate that it is a daunting prospect!

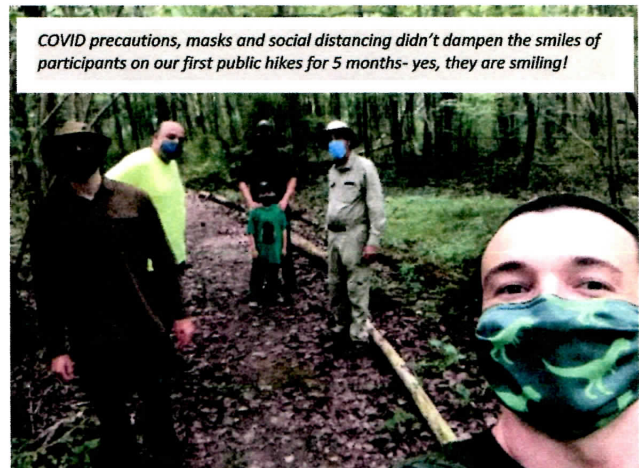
In programming confirmations.... We have confirmed that Paterson School 30 will be our partner for the

installation this year of a brand-new rain garden, and we briefly met the new principal of the school. She is excited to work with us to plan a year of programming with and for her students. We recently completed weeding and reestablishing control of the rain garden at PS28 in readiness for another year, but sadly, the rain garden at PS 4 was mowed during lockdown by landscapers and we will work with Rutgers to see if the plants will need replanting. There is a new principal at PS4 also. We have heard from a couple of long time partner high schools, including Madison HS and Bridgewater Raritan District that students may be allowed to undertake in person programming outside, even attending walkable field trips, and we will definitely try to accommodate this type of request. Socially distanced outdoor education can work well even during tight constraints on group size and gathering.

We are also offering limited small group size in-person, socially distanced hikes, and virtual breakfast briefing type presentations online. Our public presence may be lighter this fall as we work hard to create the new content we will need to teach, and as our school programs are prioritized. We will have a CMA day in October (Sunday October 18th) to encourage members and new members to come visit the CMA, join the organization, and take part in some appropriate outdoor activities in a safe way. See our website for dates and information on our updated list of programs. Appended below is the list of programs we are working to create and offer in these new formats.

Public Programming

Our COVID protocol for socially distanced in person hikes worked well, and we offered 6 pilot hikes at different times of the day- We created new gathering areas at the CMA to allow participants to distance while listening to hike leaders. Our maximums for these programs were 6-8 participants. The programs that could normally serve 180 attendees instead served closer to 36, though all enjoyed the chance to get outside. We will have a few more hikes over the coming weeks, held at CMA and non-CMA locations. Sign up early if you are interested. Space is strictly limited!



COVID precautions, masks and social distancing didn't dampen the smiles of participants on our first public hikes for 5 months- yes, they are smiling!

We will also offer zoom workshops and briefings on new topics for the fall, including putting your garden to bed, and an introduction to the work of the organization amongst others. e. We must accept this reduction in the numbers of participants we serve does not necessarily mean a reduction in the amount of effort to produce programs.

Great Swamp Watershed Association



The Passaic River WATERKEEPER ALLIANCE Affiliate

Traditional program offerings

In-Class Water quality education

- Using our topographic watershed model and EnviroScape, we talk to students about the “real New Jersey” water cycle and the kinds of issues that can impact or influence water quality problems. This also includes solutions and how we can make changes and implement things such as Rain Gardens and other Green Infrastructure to help solve/mitigate these problems.

Playground exploration

- Delivered shortly after the initial in-class water quality lesson above, GSWA returns to the class to go out and explore the playground they use at school as it relates to water and water quality. Students construct a step-by-step path that water travels as it makes its way through their playground and use math concepts to plot out percentage impervious vs pervious surface of their playground. Students are then asked to redesign their playground with water quality in mind.

Field Experience in Great Swamp

- Students take a trip to the Great Swamp and spend the day learning about the local ecosystem, how water plays a role in it and the way it moves through a natural area. Students usually split into two groups one taking an ecological hike through our green trail system and the other exploring the Silver Brook Stream as they discuss water quality parameters and measuring and quantifying stream health.

SWaMP programming

- Our SWaMP (Students Water Monitoring on the Passaic) program focuses in depth on the water quality aspect of what GSWA does. Students get a chance to look at water chemistry, walk through a visual assessment of a stream as well as collect, identify, and assess the macroinvertebrate species that we use in biological assessments of stream health.

Our Spring 2020 Program Offerings

Zoom lessons

Drop in educational Q and A and presentations through google meet and Zoom with prearranged content and subject matter, including migration, pollination, ecological studies in the back yard.

Scavenger Hunt

- When quarantine first began we wanted to give families something fun to do when they went out to recreate or got some fresh air in their backyards. We came up with a bingo and checklist style

scavenger hunt that encouraged families to go out and look for specific items in nature and their backyards. Winners were randomly selected from entrants who sent in photos of their finds, as well as their completed sheet or bingo board.

Photo Contest

- Following our very successful Scavenger Hunt Program, For the whole month of May and the first week of June, we held a twice weekly photo contest with various themes. Winners were voted upon by GSWA staff.

GSWA School Programming 2020 -21

In Class or Virtual Programs

Water Quality Education Program

MS/HS

1-2 class periods

Using topographic model of the Passaic/ Hands on EnviroScope model/ PowerPoint and worksheet students learn where their water comes from, where it goes when they have used it, and what can impact its quality along the way. Finally, they will problem solve solutions to some of the water quality issues present in their own communities.

Mystery Macros

MS/HS

1 class period

Using dichotomous keys, data sheets and direct observation students will learn how to identify macroinvertebrates and how their presence or absence, and abundance can help scientists understand more about riverine water quality. A variety of live macroinvertebrates will be shared on screen with students, who will learn how to identify them using the key, and how to record and analyze the data they gather.

Environmental Problem-Solving

MS/HS

1-2 Class periods

Students will be presented with a water quality and habitat related “problem scenario” to which they will have to work towards a solution. Along the way they will broaden their understanding of pervious and impervious cover, runoff, green infrastructure and how development can have both positive and negative impacts. They will articulate workable solutions to the problems presented.

Ecological Concepts

ES MS/HS

1 Class period

Using live instruction, broadcasts ‘from the field’, slides, short films and living materials, students learn more about how living things interact. From plants and the science of photosynthesis as the basis of food chains, to the Climate benefitting ecosystem services provided by forests, to the value of wetlands for people and wildlife, students learn real science concepts in an engaging and participatory way.

• Migration Mystery	ES MS	1 Class period
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Birds fly many thousands of miles round trip each year as they take part in the phenomenon of migration. Using slides, puppets and other materials and a questioning investigative approach, we will try to solve the puzzle of why birds migrate. Students will use reasoning to develop a hypothesis for why some birds leave us each fall while others stay put!

• Rain Garden Design	MS HS	2 Class periods
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Green infrastructure manages stormwater by disconnecting runoff from storm drains and sewers. Students will learn how rainwater moves through their school, and how rain gardens can manage stormwater runoff and improve water quality. Learning about pollination and wildlife needs, and using native plant choice cards, students will analyze plant choices, then choose plants based on a variety of characteristics to design a rain garden filled with native plants which can attract pollinators and birds. This can be as part of an actual rain garden installation or a simulated exercise.

Hands on In-person Playground or Field Based Programs

• Playground Exploration	ES MS HS	1 Class period
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Either delivered as a follow up to in-class water quality program, as part of our rain garden education, or as a stand-alone program, GSWA works with students as they become surveyor, observer and explorer of their playground as it relates to water quality and pollution. Using math skills to estimate impervious area, language skills to describe the journey of a drop of water from roof to storm drain, and science to relate what they observe to their understanding of water quality students will describe and infer from what they observe. Students are tasked with redesigning their playground with water quality improvements in mind.

• SWaMP	MS HS	half-full day
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Water quality analysis program conducted at a site close to the school or a local water body, where students perform visual, chemical, and biological assessments of a stretch of stream to determine the water quality and understand the influences that can impact that quality.

Live From the Field- pilot program	ES MS HS	1-2 class periods
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Given the current constraints of travel and close contact learning, GSWA is developing live stream programs from the field where our staff can beam into the classroom or directly to your students from the field. These programs will give a taste of the habitat and allow students to ask questions and survey the ecosystems as they learn.

Field Based Programming	ES MS HS	half- full day
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Our field-based programming takes place at our own 73 Acre forested wetland preserve in the headwaters of the Passaic, at the Great Swamp National Wildlife Refuge, at downstream parks and river tributaries and in school playgrounds, both blacktop and grassy. Students learn by observation, exploration, and immersion in the habitat they are studying- often in an environment that is unfamiliar to them. Students conduct a range of hands-on, grade and subject appropriate activities during the day. These may include:

-Terrestrial Ecology Study: Students learn about fundamental ecological processes and cycles, from the carbon cycle to food webs, and how intact ecosystems provide services and function for people and wildlife.

-Water Quality investigation: Students perform visual, chemical, and biological assessments of a stretch of stream to determine the water quality and understand the influences that can impact that quality.

-Soil studies: Students get their hands dirty analyzing and categorizing a soil sample, learning about the characteristics of permeability, and the composition of soils and relationship to the ecosystems they support.

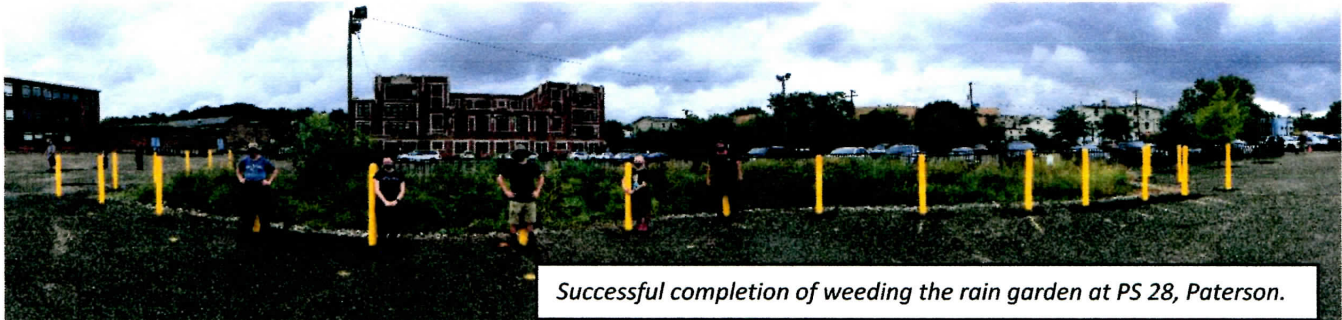
-Terrestrial ecology Field Skills: Using the tools of the trade for ecologists, binoculars , field guides, tape measures and data collection sheets, students perform analysis to determine the biodiversity of a patch of forest.

Photosynthesis, Food chains and Food Webs- practical case study. Based on direct observation, students will determine the diversity of the site, what types of biota it supports and how those species might interact. They will understand predator-prey relationships and how biodiversity can be impacted by changes to habitats

Mode of Learning proposed programs 2020-21

Program	Age	Mode of instruction			Duration
		Remote / Live	Remote/ self-paced/Asynchronous	In person	1-2 class periods
Water Quality Program	MS HS	•	•	•	1-2 class periods

Mystery Macros	MS HS	•		•	1 class period
Environmental problem Solving	MS HS	•	•	•	1-2 class periods
Ecological Concepts	4/5 MS HS	•	•	•	1 class period
Migration Mystery	2-5 MS	•	•	•	1 Class period
Rain Garden Design	5 MS HS	•	•	•	2 Class periods
Playground Exploration	5 MS HS			•	1-2 class periods
SWaMP	MS HS			•	Half day
Live from the Field-Pilot	4-5 MS HS	•	•		1-2 class periods
Field Based Programs	4-5 MS HS			•	Half- full day



Overview

We continued our land stewardship at the CMA through Labor Day, though our student and college intern numbers waxed and waned based on other activities, we averaged 8 or more interns and volunteers twice a week all summer. This is testament both to their perseverance and the fact that GSWA was one of few agencies were offering any type of in person experiences for enthusiastic youth! All bought into the rules of mask wearing and distancing, even in 95° weather, and we are thankful and appreciative of their work ethic. We got a lot of management tasks completed, including cleaning up after the major storm in early August that dropped nearly 15 trees around the property. We completed tasks such as chipping and edging trails and conducting large amounts of invasive species removal, along with some other tasks that have been on our to do list for a while. We even barrowed chips to distant areas of the trail that have not seen work in a long time.

We spread our stewardship further afield and conducted two days of clean up around the GSWA office and two full days of weeding the installed rain gardens in PS28, Paterson- see photos for the result. Many months of growth were removed and the site continues to attract pollinators, praying mantis and more. We are eager to begin to use the site for teaching again. We intended to clean up the PS4 rain garden, but regrettably Paterson school facilities had weed whacked the garden to the ground in between our visits. We will work with the school and Rutgers to see what might be salvaged.



EQIP Contract- Update on the status of the EQIP contract.

- NRCS EQIP grant contract is a **reimbursement** for practices undertaken to standards set by NRCS engineers. Once completed to NRCS satisfaction, a reimbursement of a set amount- typically between 50-75% of the total is made to the landowner. We have already been reimbursed around \$3,600 for work that we were able to undertake with staff and volunteers at the site-(invasive removal and herbicide treatment,) but our out of pocket costs to complete these tasks were reduced as work was undertaken in house with volunteers.

This next phase of practices involves expertise beyond our own abilities, including installing 10 vernal pools, using the dredge material from excavation of these pools to plug several mosquito ditches around the property, and install instream woody debris to natural stream flow along multiple sections of the Silver brook, restore natural hydrology to the site and increase water holding capacity.

- This is a great opportunity to complete a stream and hydrology water quality improvement along the Silver Brook and would be a valuable and important flood storage improvement project, and a great feather in GSWA's cap to have successfully undertaken. We will also be conducting work on the Harding Land Trust portion of the Silver brook and managing their portion of the project. However, given the current state of the world, and the uncertainty of our budget this year, we are cautious to engage in work where the out of pocket contribution GSWA will make is larger than expected, and was not budgeted, because of the uncertainty over timelines and costs.
- In June we had a successful site meeting with Natural Resources Conservation Service (NRCS) engineers, USDA biologists and our prospective contractor Mike DeVos of Indigenous Ingenuity, walking the CMA property and understanding the scope of the NRCS EQIP restoration plans we would like to begin this October /November. We have high confidence that Mike understood the delicate nature of restoration in a site with substantial stewardship work already in place, and confidence in his understanding of the job, ability to complete it to standard, and past completed work recommendations. Because of the slow and delicate nature of moving around the property without further damaging work already undertaken, it is substantially higher than the amount we will be reimbursed for completing the work. This reimbursement figure is a set amount for 'practices' or work completed. Many of NRCS contracts restore degraded farmland, and such work often occurs on farmland or more open sites where contractors or even the farmer can gain fast and easy access, which is not the case with our CMA site. Mike's quote came in at \$48,600.
- In August we also obtained a partial second estimate for the work from Enviroscapes LLC. The company are having a hard time even providing a specific quote for the job because of the difficulty of access and the need to move around delicately- they estimate it will take more than 22 days to complete the task, and their partial quote, which includes all materials, but only one day labor is \$39,453- labor costs would likely put this well over \$50,000.
- Our likely reimbursement from NRCS will be around \$27,803, so the gap is substantial. We have reached out to NRCS to see if any more money is available from them since the work seems more complex than first anticipated. The NRCS reimbursement is fixed, however, US Fish and Wildlife , partners for wildlife may have up to \$10,000 that can be paid directly to

vendors or to GSWA for materials costs- this may cover seed and hardware, but at best still leaves around \$10,000 for GSWA to pay. We are working hard to try and reduce this figure but may have to accept the budgetary gap is too great to complete the work this fiscal year.

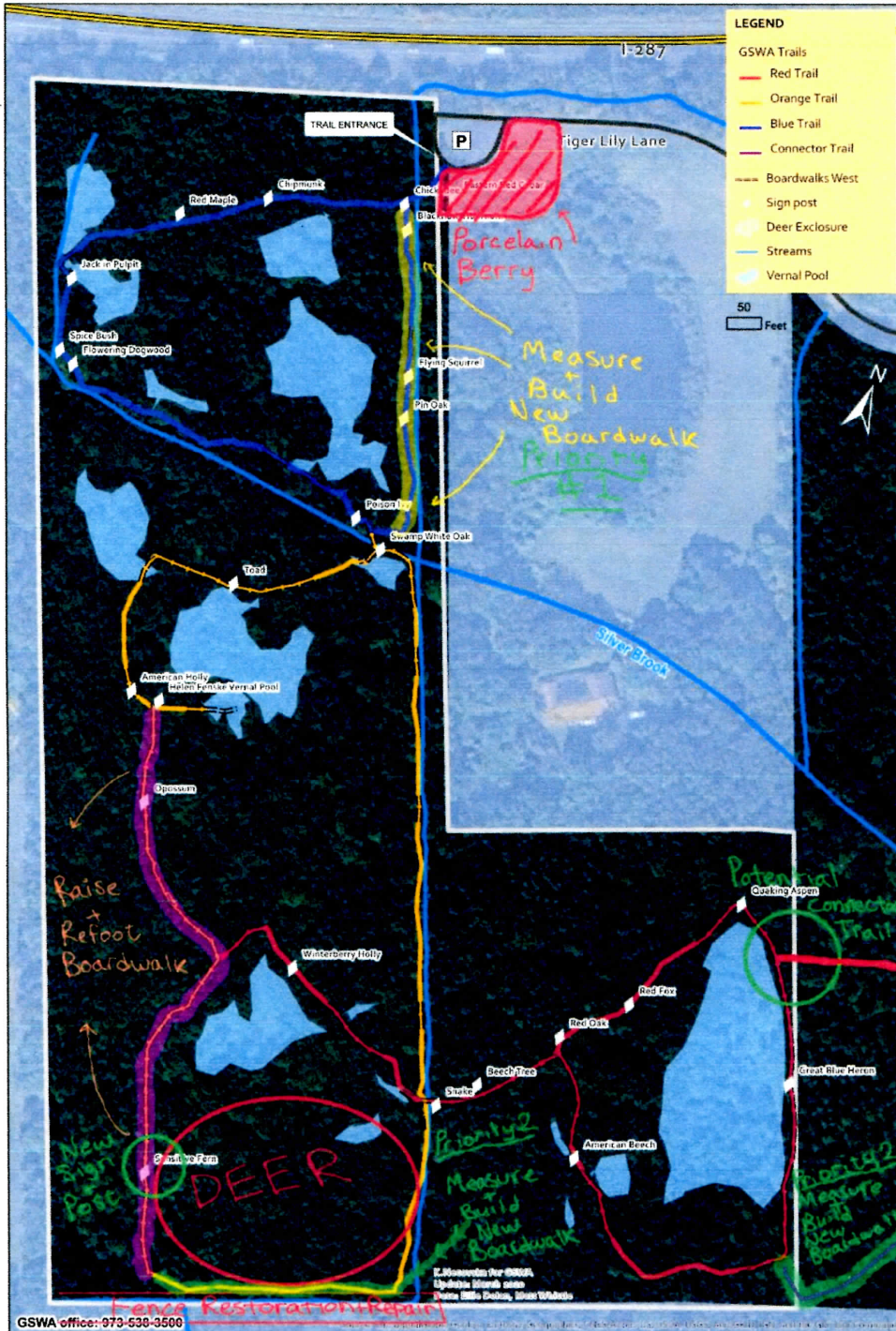
- There is a large equipment cost to fasten instream woody debris in place. This must by specification be fastened against a hundred-year flood with cabling and duckbill fasteners- this is not negotiable to meet NRCS engineering spec, although more natural fastening means might also be effective and cheaper, and adds substantially to the fixed costs. Hardware alone is \$8,000 plus in Mikes quote, and \$20,000 in the second quote we received.
- The DEP permit for this work restricts work windows and October is the next best window to complete the project. This timeframe is determined by limitations on work due to endangered species constraints at the site. The goal is to complete all work in one phase during approximately three weeks- this is the most cost-effective way to complete the task.

Eagle Scout Projects

We have multiple eagle scout projects underway at the site- our eagle scout Ryan Arrezcaeta has finished building and installing 10 bat boxes around the property and mapping the various locations of the bird boxes using GPS. A second Hornaday award scout completed a stream bank stabilization and entry for teaching near the rear of the property and will install some ecological signage to complete the project. These tasks and the improvements to the site can be observed during a hike on CMA day, to be held October 18, a time for new members and old to come and see the work that has been undertaken at the property this year.

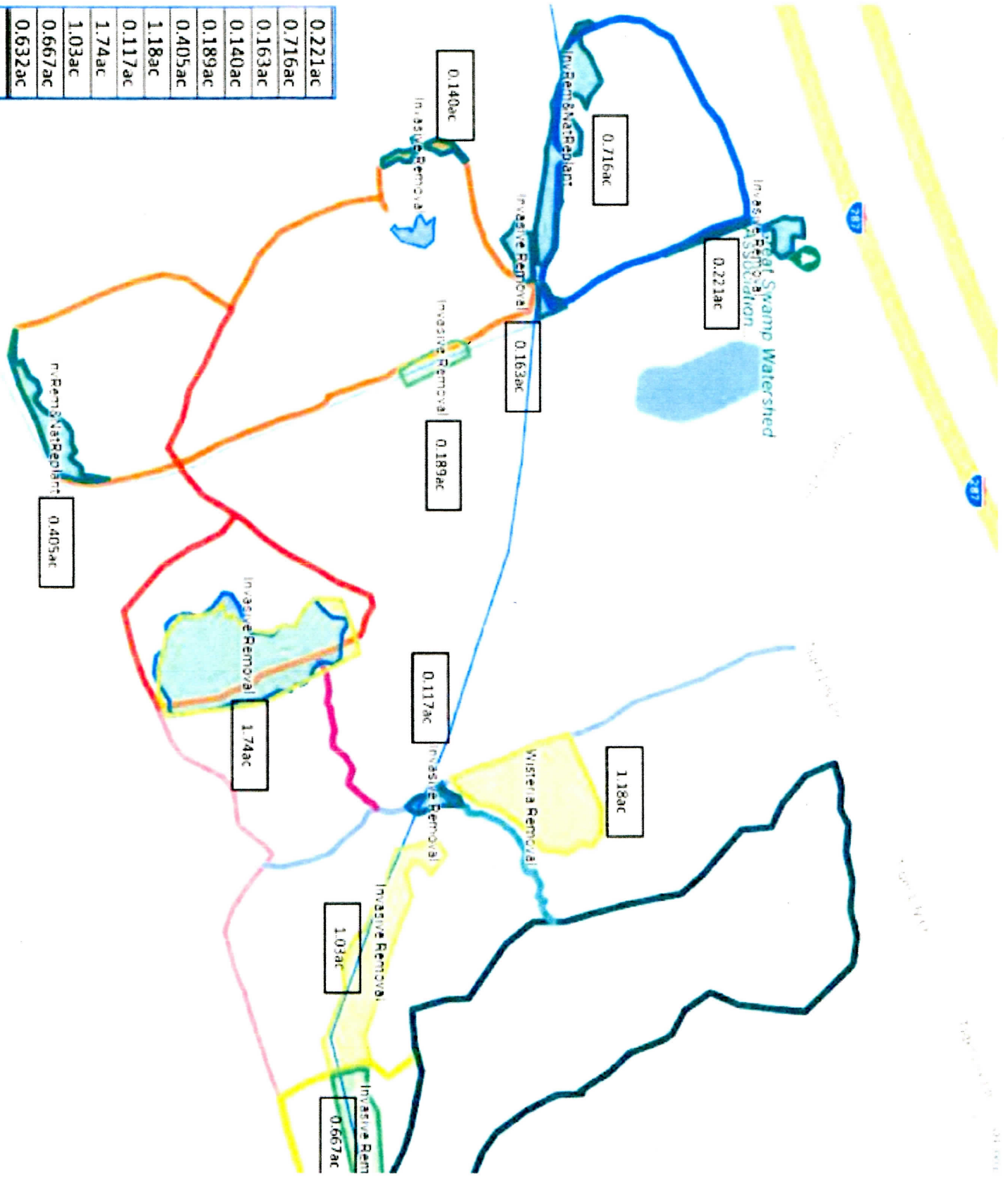
Great Swamp Watershed Association

Conservation Management Area - Cul de Sac Entrance - Tiger Lily Lane, Morristown, NJ 07960



CMA Trail Map for orientation, showing area with invasive removal, and native species replanting, and area of work conducted in the fall.

0.221ac
0.716ac
0.163ac
0.140ac
0.189ac
0.405ac
1.18ac
0.117ac
1.74ac
1.03ac
0.667ac
0.632ac
7.2ac



Wade's Development Board Report
09.04.2020

Participated in Music Festival Google Meet Call w. Tom Cheyne (sound engineer), Val, and band members

Organizational meeting at Giralda Farms with Sally, Val and Tom Cheyne re. music festival

Call w. Clark Wagner re. his personal board member commitments for FY2021

Assisted with all logistics for production of music festival, i.e. phone calls, retrieval of items from different locations, preparation of field for social distancing, etc.

Emceed the music festival at Giralda Farms on Sunday, August 16th.

Returned borrowed items following festival.

Contacted major donors regarding their timely gifts from same time one year ago.

Observed Sally's Gala video interview in Mendham

Attended Membership Planning Meeting with Kristina, Sally, and Val - brainstormed ideas for future membership growth including "CMA Day" on Sunday, October 18th.

Participated in the NJ Environmental Fundraisers' Gathering - queried other organizations on their fundraising strategy and success during the pandemic

Followed-up with certain board members re. introductions to new contacts.

Began work on acquisition of silent auction items for the Gala.

Attended Land and Water Conservation Event w. Congresswoman Mikie Sherrill at the Refuge's Helen Fenske Visitor Center and heard Sally speak.

Ongoing timely submission of GSWA incoming mail reports.

**Great Swamp Watershed Association
Monthly Development Summary
as of July 31, 2020**

	July Actual	July Goal	YTD Actual (July - July)	Goals YTD (July - July)	Percent of Goal Through July	Goals July '20- June '21	Progress to FY2020 Goals	July 2019 Actual	July '19 - June '20 Actual
Individuals									
Trustees	150	500	150	500	30%	30,000	1%	600	29,756
Major Gifts	5,500	1,000	5,500	1,000	550%	150,000	4%	12,500	193,415
Membership	6,046	2,700	6,046	2,700	224%	50,000	12%	4,116	72,150
Total Individuals	11,696	4,200	11,696	4,200	278%	230,000	5%	17,216	295,321
Institutions									
Corporations Restricted	0	0	0	0	#DIV/0!	50,000	0%	15,000	42,250
Corporations Stewardship Re	0	0	0	0	#DIV/0!	24,000	0%	700	3,613
Corporations Unrestricted	0	113	0	113	0%	11,356	0%	149	12,839
Foundations Restricted	5,000	15,000	5,000	15,000	33%	101,500	5%	7,500	86,415
Foundations Unrestricted	27,000	20,000	27,000	20,000	135%	133,500	20%	65,000	153,000
Total Institutions	32,000	35,113	32,000	35,113	91%	320,356	10%	88,349	298,117
Events									
Programs / Events	245	0	245	0	#DIV/0!	82,625	0%	3,115	217,771
Gala	0	0	0	0	#DIV/0!	12,000	0%	0	290
Music Festival	16,073	3,500	16,073	3,500	459%	56,200	29%	0	290
Total Events	16,317	3,500	16,317	3,500	466%	68,200	24%	3,115	218,061
Misc - Income									
	0	-	0	-	#VALUE!	-	-	-	51,407
Total	60,013	42,813	60,013	42,813	140%	618,556	10%	108,680	862,906

2. Anyone who has donated in the last 12 months + 2 month grace period is considered a member.

Membership contributions include: new member donations, renewals, appeals, donations, memorial gifts, workplace giving, and monthly sustaining gifts. Excludes major gifts, trustee giving and gala related donations.

3. Restricted gifts are contributions designated by the donor for a specific purpose.

4. Includes corporate matching gifts.

5. Includes all Gala revenue regardless of source. A major donor's Gala gift, for instance, will appear here and not under the Major Donor category.

6. Misc- includes a bequest

Great Swamp Watershed Association
Monthly Development Summary
as of August 31, 2020

	Aug Actual	Aug Budget	YTD Actual (July - Aug)	Goals YTD (July - Aug)	Percent of Goal Through Aug	Goals July '20- June '21	Progress to FY2020 Goals	Aug 2019 Actual	July '19 - June '20 Actual
Individuals									
Trustees	200	0	350	500	70%	30,000	1%	400	29,756
Major Gifts	5,500	8,000	11,000	9,000	122%	150,000	7%	10,500	193,415
Membership	1,650	2,300	7,696	5,000	154%	50,000	15%	2,002	72,150
Total Individuals	7,350	10,300	19,046	14,500	131%	230,000	8%	12,902	295,321
Institutions									
Corporations Restricted	0	0	0	0	#DIV/0!	50,000	0%	0	42,250
Corporations Stewardship Re	0	0	0	0	#DIV/0!	24,000	0%	0	3,613
Corporations Unrestricted	98	113	98	226	43%	11,356	1%	2,368	12,839
Foundations Restricted	20,000	0	25,000	15,000	167%	101,500	25%	8,000	86,415
Foundations Unrestricted	2,000	0	29,000	20,000	145%	133,500	22%	0	153,000
Total Institutions	22,098	113	54,098	35,226	154%	320,356	17%	10,368	298,117
Events									
Programs / Events	10	0	255	0	#DIV/0!	82,625	0%	5,065	217,771
Gala	14,275	0	14,275	0	#DIV/0!	12,000	119%	41,150	290
Music Festival	11,688	13,000	27,760	16,500	168%	56,200	49%	80	218,061
Total Events	25,973	13,000	42,289	16,500	256%	68,200	62%	46,295	218,061
Misc - Income									
	0	-	0	-		-	-	-	51,407
Total	55,421	23,413	115,433	66,226	174%	618,556	19%	69,565	862,906

1. All individual gifts \$500 and up. Excludes Trustee Giving. In previous years, Major Gifts were included in Membership.

2. Anyone who has donated in the last 12 months + 2 month grace period is considered a member.

Membership contributions include: new member donations, renewals, appeals, donations, memorial gifts, workplace giving, and monthly sustaining gifts. Excludes major gifts, trustee giving and gala related donations.

3. Restricted gifts are contributions designated by the donor for a specific purpose.

4. Includes corporate matching gifts.

5. Includes all Gala revenue regardless of source. A major donor's Gala gift, for instance, will appear here and not under the Major Donor category.

6. Misc - income includes Bequest. Unexpected income not part of annual budget.

Great Swamp Watershed Association

THE PASSAIC RIVER WATERKEEPER ALLIANCE AFFILIATE

2020 Virtual Gala & Silent Auction

October 1, 2020

7:00-8:00pm

REGISTER NOW: GreatSwamp.org

