



Great Swamp Watershed Association

Meeting of the Board of Trustees

May 17, 2024

9:00 a.m. – IN PERSON

Agenda

- Approval of Board Minutes from 3-22-24 Meeting
- Finance Report:
 - Review YTD results
- Executive Director Report
- Ferber update
- Music Fest/Gala 2024 discussion (Conservation Conversations?)
- Development Report
- Website discussion
- Board give get discussion
- Other Business
- Next meeting dates: June 21 9AM in person budget review and approval. Everyone must vote on the budget even if not in attendance at the meeting.
- Adjourn

Executive Director Report for May 17, 2024

I have spent a ton of time on the Ferber acquisition, but at least we are making significant progress! I am so happy to remind you that I signed the final contract on Earth Day, April 22. I am still waiting for the fully executed contract back from PSE&G, but I hope to have that soon.

I am also absolutely thrilled to report that we received \$171,000 from the David and Carol Lackland Family Foundation. This is the FULL amount that I estimated to get us to a closing table. That amount does not include a lot of other costs to actually get us moved in, but it is a significant amount of what we need to own the property. I did not ask for nor expect the Lackland Foundation to fund us in full and I literally cried on the phone when I heard. Additionally, the FM Kirby Foundation has pledged \$100,000 toward our acquisition which should cover almost all of the remaining costs (such as moving, painting, floors, etc.).

I have given several tours of the Ferber property and I would be delighted to show any of you as well. Please let me know. I met with the Chatham Township planner and one of the neighbors who seems to be the “mayor” of Green Village to discuss our plans. I am sending them a description of our proposed activities for their review prior to our official application.

Kevin Sullivan, John Neale, Ralph Jones, and I met with an architect in Flemington to see a barn project he is working on for Hunterdon Land Trust. He has been highly recommended by a couple of people whose opinions I respect.

I wrote and rewrote a Case for Support document for the initial phase of the acquisition (copy attached).

I met with Mikie Sherrill’s staff member, Kellie Doucette, about Rolling Knolls. I am hoping the Congresswoman will “nudge” EPA again. Apparently, the parties all want to sit down and talk and EPA has been radio silent.

I held staff evaluation meetings.

Mel resigned as our office manager to accept a full time position in NY. Val and I interviewed several candidates for a new office manager. I hope to have someone in place by the time of this board meeting.

Unfortunately, we had to terminate the new Education and Water Quality Associate. She just didn’t work out. One of the candidates for office manager is actually a good fit for that position or we will be advertising and interviewing for that position again shortly.

I attended two trivia nights with different people running them to consider the idea for our gala. We are worried that trivia might be very loud and not everyone would want to participate. It might be a good idea for a smaller event. I also attended the Morris Arts Good Conversations gala and we are now considering the theme of “Conservation Conversations” for our gala. I look forward to discussing the idea with you.

Sue and I continued to evaluate new 401k advisors and I believe we have selected one and we are even able to reduce our expenses for the plan participants.

I gave a zoom presentation to the Livingston League of Women Voters and I think only one person on the zoom was napping!

I attended the Earth Day event with Mikie Sherrill at Drew Forest where she presented the big check for the CDS funding she acquired for the project.

I attended the Morris County Chamber non-profit event with Lynne and Wade.

Lynne and I met with several Sanofi employees to see how we can best work together: corporate work day, lunch n learn, funding, etc.

As usual, I worked with Lynne on grants and grant reports.

I participated in the Passaic Superfund CAG zoom.

Sue and I held a very productive finance committee meeting.

I helped plan the Advisory Council dinner.

I am happy to announce that Hazel has returned to work on a modified work schedule.

I have worked on the budget, budget, budget.....



Great Swamp Watershed Association

The Passaic River **WATERKEEPER**® ALLIANCE Affiliate

P.O. Box 300 • New Vernon, NJ 07976

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Sally S. Rubin

Director of Development

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Case for Support: Acquisition of Chatham Property

Phase 1

I. **Opportunity:** Great Swamp Watershed Association (GSWA) has negotiated a contract with PSE&G to acquire 3.4 acres of property, in Green Village, Chatham, NJ, which includes a house and barn, as our new headquarters – prime real estate at the anticipated cost of just \$171,000. PSE&G, Great Swamp National Wildlife Refuge (Refuge), and GSWA have collaborated to make this transformational acquisition a reality. Owning this property will allow us to make appropriate modifications to suit our specific needs now and for the future and we are currently seeking funding to complete the initial acquisition. We hope to close the transaction before the end of 2024 or early 2025 with an anticipated capital campaign to be launched after the acquisition is completed for Phase 2, renovating the barn.

II. **Benefits:** The property far better fulfills the GSWA mission and will enable us to provide more environmental education to children and adults.

1. The space is wide open, flat, and has a pond on the property which could be used for educational water quality programs, enabling us to offer outdoor programming onsite.
2. Its proximity to the Refuge will enable GSWA to work even more closely with them. The Refuge will own approximately 50 acres surrounding the site.
3. Its location is much more convenient and visible to our members and visitors than our current outdated location.
4. GSWA currently rents our office space. Owning this property will enable us to allocate those funds toward repairs, maintenance, future capital needs, and expand general operations.
5. The property offers larger office space for a growing staff.
6. The location provides significantly more and improved parking for visitors.
7. The renovation of the onsite barn and the increased parking will enable us to serve more people across our region, tripling our current facility capacity.



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III. Anticipated acquisition expenses:

ITEM	DESCRIPTION	ACREAGE	COST	TOTAL
Ferber Farm	Sale to GSWA	3.445 acres	\$550,000	
GSWA Lots	Credit for 2 Chatham properties conveyed to Refuge	13.4 acres	(\$345,000)	
Ferber Farm Demolition Avoidance	Savings to PSE&G, credit to GSWA		(\$138,950)	
Net Purchase Price of Ferber Farm			\$66,050	66,050
Acquisition Costs	Legal fees, architect, engineering, insurance, permits, etc. Estimate			80,000
Immediate Repairs to house to be habitable	Expected repairs to house on property and new well. Minor ceiling repairs needed in kitchen, painting.			25,000
TOTAL ACQUISITION COSTS				\$171,050

IV. Acquisition contingencies: Several things must occur for GSWA to move forward with the acquisition of this property. We are currently finalizing the acquisition agreement with PSE&G. In addition to standard purchase inspections, there are two specific issues which must be addressed. *We are confident that these contingencies can be met.*

1. PSE&G requires approval from the Board of Public Utilities (BPU) to convey the property to GSWA.
2. GSWA must obtain zoning variances from Chatham Township, where the property is located, as well as Harding Township, where part of the driveway is located, to convert the property from residential use to institutional use.

We appreciate your thoughtful consideration of this request for special funding. Please help us by being a catalyst to help fund this exciting new venture.



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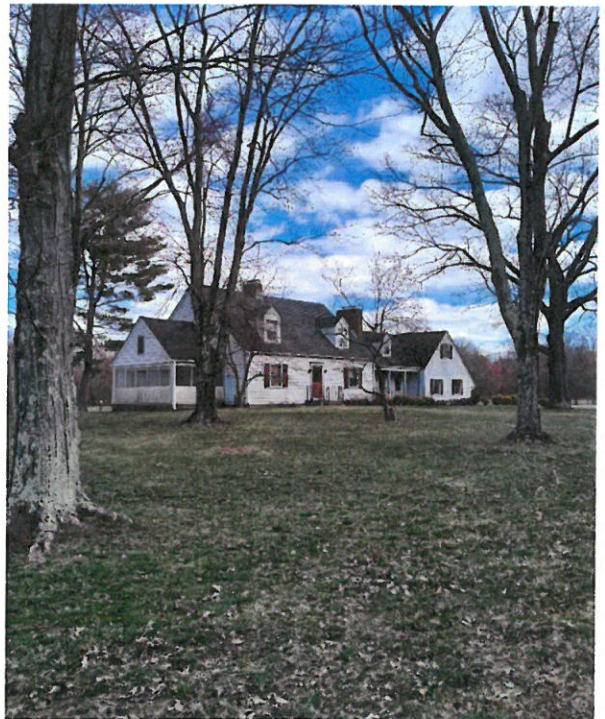
Phase 2 Barn Renovation

Note that at the end of Phase 1, the property will be usable, then the Phase 2 renovation of the barn will enhance and expand our abilities to continue to protect and improve the Great Swamp and Passaic River watershed.

After closing, it is our intent to launch a capital campaign to fund the barn renovation. A refurbished barn gives GSWA the opportunity to expand our reach and attract new members to the organization's mission.

The barn will need significant renovations and will require handicap accessible bathrooms and an elevator to provide appropriate space to serve all populations, including special needs and elderly visitors. The barn will ultimately provide meeting space for adult programs and interior space for school programs in inclement weather.

A minimum of three estimates will be solicited from proposed contractors. Based on initial recommendations, estimates to renovate the barn range between \$1,500,000 to \$2,000,000.



Great Swamp Watershed Association

Budget vs. Actuals: Budget_FY24_P&L - FY24 P&L

July 2023 - March 2024

			TOTAL	
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
3210 Deferred Income from Prior Year	38,067	36,000	2,067	106.00 %
4000 Annual Event	168,896	185,000	-16,104	91.00 %
4002 Advocacy Operational Reserve BD		10,000	-10,000	
4100 Individual - Membership	69,980	59,350	10,630	118.00 %
4180 Individual Major Donors	172,125	193,000	-20,875	89.00 %
4190 Individual Trustee Giving	21,465	27,290	-5,825	79.00 %
4200 Corporate	47,959	39,500	8,459	121.00 %
4330 Corporate Stewardship Restricted	8,185	6,000	2,185	136.00 %
4400 Foundation Support	217,700	274,000	-56,300	79.00 %
4600 Music Fest Event	9,525	0	9,525	
4700 Programs - Education & Outreach	22,080	15,375	6,705	144.00 %
4799 Merchandise Misc	0		0	
4800 Native Plant Program		563	-563	
4900 Government Grants	4,980	8,150	-3,170	61.00 %
4990 Reimbursed Expenses	564		564	
4998 Other incomes misc	0		0	
7111 4% Fund Transfer Draw	67,871	68,000	-129	100.00 %
Services	180		180	
Total Revenue	\$849,577	\$922,227	\$ -72,650	92.00 %
GROSS PROFIT	\$849,577	\$922,227	\$ -72,650	92.00 %
Expenditures				
5000 Administrative Payroll Total	567,203	617,079	-49,876	92.00 %
5100 Development Expense	2,718	4,603	-1,885	59.00 %
5200 Education and Outreach	6,425	10,058	-3,632	64.00 %
5290 Native Plant Prog Expenses	9,671	0	9,671	
5295 Communications Expense	64		64	
5300 Membership	16,686	18,850	-2,164	89.00 %
5400 Stewardship	7,446	7,750	-304	96.00 %
5500 Water Quality	19,013	28,650	-9,637	66.00 %
5700 Grant Specific Expense	346	2,150	-1,804	16.00 %
5800 Advocacy	32	10,000	-9,968	0.00 %
5805 Advocacy / CAGs / Other	44		44	
6100 Administrative Expense	88,855	98,789	-9,934	90.00 %
6150 Depreciation Expense		0	0	
6240 Miscellaneous	31		31	
6400 Annual Event Expenses	38,325	56,803	-18,478	67.00 %
6490 Music Fest	546	0	546	
6500 Mailing	9,815	7,007	2,808	140.00 %
Uncategorized Expense	70		70	
Total Expenditures	\$767,290	\$861,737	\$ -94,448	89.00 %
NET OPERATING REVENUE	\$82,287	\$60,490	\$21,797	136.00 %
Other Revenue				

Great Swamp Watershed Association

Budget vs. Actuals: Budget_FY24_P&L - FY24 P&L

July 2023 - March 2024

			TOTAL	
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
7000 UNREALIZED GAIN ON SEC	50,142		50,142	
7001 GAIN/LOSS ON SECURITIES	60,180		60,180	
7010 Interest Income	4,437	319	4,119	1,392.00 %
7011 Dividends Received	37,567	22,500	15,067	167.00 %
7040 in-Kind Donation	19,563		19,563	
Total Other Revenue	\$171,889	\$22,819	\$149,070	753.00 %
Other Expenditures				
8031 In-Kind Donations Annual Event	19,563		19,563	
Total Other Expenditures	\$19,563	\$0	\$19,563	0%
NET OTHER REVENUE	\$152,326	\$22,819	\$129,507	668.00 %
NET REVENUE	\$234,614	\$83,309	\$151,305	282.00 %

Great Swamp Watershed Association

Statement of Financial Position

As of March 31, 2024

	TOTAL	
	AS OF MAR 31, 2024	AS OF MAR 31, 2023 (PY)
ASSETS		
Current Assets		
Bank Accounts	\$367,212.15	\$510,395.06
Accounts Receivable	\$180.00	\$0.00
Other Current Assets	\$2,031,594.45	\$1,659,171.61
Total Current Assets	\$2,398,986.60	\$2,169,566.67
Fixed Assets	\$452,398.02	\$448,861.52
Other Assets	\$244,136.35	\$276,623.19
TOTAL ASSETS	\$3,095,520.97	\$2,895,051.38
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities	\$14,002.00	\$14,000.00
Long-Term Liabilities	\$237,643.59	\$263,901.33
Total Liabilities	\$251,645.59	\$277,901.33
Equity		
3000 Opening Bal Equity	1,000.00	0.00
3100 Permanently restricted Endowmnt	65,080.00	65,080.00
3200 Temporarily restricted	54,917.00	48,404.00
3300 Unrestricted Net Asset	2,636,936.10	2,643,449.10
3900 Retained Earnings	-147,272.35	-283,357.68
3901 Retained Equity (Land)	0.00	0.00
Net Revenue	233,214.63	143,574.63
Total Equity	\$2,843,875.38	\$2,617,150.05
TOTAL LIABILITIES AND EQUITY	\$3,095,520.97	\$2,895,051.38

May 2024 Grant Update

The grant year thus far has been a series of highs and lows – happily, more of the highs!

Here's an update of our successes this year so far:

- We continue our partnership with Morris-Sussex-Warren Workforce Development. Our team – me included – has been able to take three professional trainings with their support. To date, Ginger and Sandra took a class called "Identification of Wetland Plants in Winter." Sandra, Ginger and Hazel are continuing their Spanish lessons with Babbel for Business. Ginger is taking a pesticide training class. Ginger, Sandra and Hazel are taking a "Master Ecologist" course through Duke Farms, and we are in the process of contracting with Workforce Development for Kayak instructional course for Hazel, Sandra and Ginger. I took a course called "Turbocharge Your Grantwriting." Needless to say, without this financial support, it would be difficult to obtain this kind of professional development within our operating budget.
- Thanks to funding provided by the Glasser Foundation, our new shed is almost ready and will be in place at the CMA very soon. It's going to be a great help for storing tools and other necessary items safely.
- The F.M. Kirby Foundation is once again supporting us with a generous GOS grant and is also stepping up to provide funding toward the acquisition of the Ferber property.
- We have received support from three new foundations and one new corporation this year so far.
- I regularly attend Morris County Chamber of Commerce Business Connections meetings and joined the Advisory Board of their Non-Profit committee.
- We are courting new support all the time, and welcome introductions to facilitate new funding opportunities.

Thank you,

Lynne Applebaum
Director of Institutional Relations

Grant Recap May 2024		BUDGET	ACTUAL	VARIANCE	NOTES
Corporate Restricted	PSEG	\$ 7,500.00	\$ 8,500.00	\$ 1,000.00	Environmental Education, awarded in August
	Bristol Myers Squibb	\$ 15,000.00	\$ 20,000.00	\$ 5,000.00	Environmental Education, applied in September, awarded in December
	JCPL/First Energy	\$ 4,500.00	\$ 7,500.00	\$ 3,000.00	Environmental Education, awarded in November
Corporate Unrestricted					
	Whole Foods	\$	\$ 1,959.46		Received in December. Award was \$2K, final award reflects service fee taken by AOL Giving Platform (Goes towards Budgeted Other Corp Total \$5000)
	BASF	\$ 7,500.00	\$ 7,500.00	\$ -	General Operating Support, received in April
	Valley Bank	\$ 2,000.00	\$ 2,500.00	\$ 500.00	General Operating Support, received in April
	Columbia Bank Foundation	\$	\$ 2,500.00		General Operating Support, applied in November, received grant notification in February (Goes towards Budgeted Other Corp Total \$5000)
Foundation Restricted					
	Marta Heflin Foundation	\$ 5,000.00	\$ 6,700.00	\$ 1,700.00	CMA Stewardship, awarded in August
	Meerwarth Foundation	\$ 10,000.00	\$ 15,000.00	\$ 5,000.00	Environmental Education, awarded in October
	Glasser Foundation	\$	\$ 14,852.00		CMA Shed and Tools, received award in December
	Watershed Institute	\$	\$ 5,000.00	\$ 5,000.00	WQ/QAAP. Received award notification in February. The grant will be divided into two equal allocations of \$5,000 to be distributed in April 2024 and April 2025.
	Lillian Schenck Foundation	\$ 4,000.00	5000	\$ 1,000.00	Environmental Education, received in April
	Hyde and Watson Foundation	\$	\$ 20,000.00		WQ Equipment, Computers, Tables, Chairs, Tents, Received in Nov. in and out.
Unrestricted Foundation Support					
	Thrivent Charitable/Edith Hahn Animal and Wildlife Preservation Fund	\$ 20,000.00	\$ 20,000.00	\$ -	General Operating Support - Awarded in August. Second payment, renewable for 3 years with a possibility of going to 5 years
	Bauer Foundation	\$ 10,000.00	\$ 15,000.00	\$ 5,000.00	General Operating Support - awarded in July.
	Mary Reinhart Stackhouse Foundation	\$ 15,000.00	\$ 15,000.00	\$ -	General Operating Support, awarded in November
	Victoria Foundation	\$ 25,000.00	\$ 25,000.00	\$ -	General Operating Support, awarded in September *Final Year*
	Fred Fatzler Foundation	\$ 4,000.00	\$ 5,000.00	\$ 1,000.00	General Operating Support, awarded in November
	Cestone Family Foundation	\$ 25,000.00	\$ 25,000.00	\$ -	General Operating Support, applied in August, received in December
	Tyler Foundation	\$ 20,000.00	\$ 20,000.00	\$ -	General Operating Support, applied in September, received in December
	Guilford Foundation	\$ 5,000.00	\$ 5,000.00	\$ -	General Operating Support - awarded in July
	George Ohl Trust	\$	\$ 5,000.00	\$ 5,000.00	General Operating Support, awarded in April *New Foundation*
	SUBTOTAL FOUNDATIONS/CORPORATIONS YTD	\$ 179,500.00	\$ 252,011.46	\$ 33,200.00	
	TBD - Budgeted \$76,000 for New Corporate and Foundation Funding				
	Blue Foundry Bank Charitable Foundation	\$	\$ 10,000.00		Environmental Education. Awarded in July. *New corporation* (Goes toward Budgeted Other Corp Total \$5000)
	John Ben Snow Memorial Trust	\$	\$ 10,000.00		Environmental Education and bussing to CMA for Outdoor Experiential Learning Opportunities, awarded in August. *New foundation* (Goes towards Budgeted Other \$71K)
	Mimi Washington Starratt Foundation	\$	\$ 10,000.00		General Operating Support, awarded in November. First \$10,000 of \$20,000 commitment over 2 years *New Foundation*
	William L. Gibson Foundation	\$	\$ 10,000.00		(Goes towards Budgeted Other \$71K)
		\$76,000	\$ 40,000.00		General Operating Support, awarded in Nov (Goes towards Budgeted Other \$71K) *New Foundation*
	TOTAL FOUNDATIONS/CORPORATIONS YTD		\$292,011.46		
Government Grants					
	Workforce Development Board of Morris, Sussex, Warren	\$ 8,150.00	\$ 6,480.00	\$ (1,670.00)	Reimbursements: Spanish language lessons -received in October, Winter Wetlands Plants- received in April
Applied/Pending				\$ Request	
	E.J. Grassmann Fndtn/Union Fndtion	\$ 7,200.00		\$ 7,636.00	WQ Equipment, Computers, Tables, Chairs, Tents, Applied in August. Anticipated balance in addition to H&W grant.
	Metlife Foundation	\$		\$ 10,000.00	Environmental Education, applied in October, pending
	Kearny Bank	\$		\$ 7,500.00	Environmental Education, applied in August, pending
	Mitsubishi Foundation	\$		\$ 10,000.00	Environmental Education, applied in January, pending
	F.M. Kirby Foundation	\$ 35,000.00		\$ 135,000.00	General Operating Support, \$35K, Capital Support, \$100K. Applied in February, pending
	Bayer Fund	\$ 15,000.00		\$ 20,000.00	Environmental Education, applied in February, pending
	Investors Foundation	\$		\$ 7,500.00	Environmental Education, applied in April, pending
	Zimmer Bioment Foundation	\$		\$ 10,000.00	Environmental Education, applied in May, pending
	John and Margaret Post Foundation	\$		\$ 10,000.00	General Operating Support, applying in March, pending
	J.W. Couch Foundation	\$		\$ 50,000.00	General Operating Support, applied in March, pending
	John Ben Snow Memorial Trust	\$		\$ 15,000.00	General Operating Support, \$15K, applied in March, pending
	TOTAL			\$ 326,166.00	

Wade's Development Board Report
05.08.2024

Attended Staff Meeting 03.25.2024

Meet Sally and Justin Kiczek/F.M. Kirby Foundation, Inc. and toured the Ferber Property

Phone call w. Sally and Dean Vanech re. GSWA support; specifically for the Ferber Property – emailed the Case for Support including documented specifics and pricing

Solicited and acquired multiple music festival sponsorships

Conversation w. Tara-Todras Whitehill re. Storytelling as a resource for fundraising

Attended a Trivia Night event at The Morristown Club with Sally and Lynne in consideration of that concept for the Fall Gala.

Meeting at the Morris County Economic Development Alliance and Tourism Bureau re. a partnership resulting in their music festival sponsorship.

Participated in the music festival meeting of the bands and reviewed logistics with sound engineer Tom Cheyne

Met w. major donor and music festival sponsor Conor Evans/Community Builders

Participated in NJ Environmental Fundraisers Gathering presentation on Planned Giving

Attended the Morris County Chamber's Government Affairs Forum Mayor's Panel – followed-up with law firm previously solicited for music festival sponsorship

Sally and I met with Chip Paillex of America's Grow-a-Row to examine a partnership; subsequent referrals received from him, i.e. Wakefern

Attended a networking presentation of "The Game Show Guys" for consideration of trivia game for the Gala.

Met w. Sally re. FY2025 preliminary budget numbers

Attended the Morris County Chamber's Nonprofit Conference and Awards event at the Park Avenue Club

Ongoing solicitations; made major donor, board, and Advisory Council gift acknowledgement phone calls and wrote letters including preliminary responses to the Earth Day Appeal.

Helped unload 28,000 native pollinator plants in preparation for customer pick-up

Attended the Madison Environmental Commission's **Green and Clean** with a GSWA table display on Arbor Day.

Attended Morris Arts' **Great Conversations** with Sally - observation of format for Gala consideration.

Assisted with native plant customer pick-up day

Delivered music festival posters to select merchants and yard signs to Cindy Sullivan

Attended our Advisory Council Dinner at The Grain House Restaurant

Attended the Morris County Chamber's **Business Connections** event at St. Elizabeth's College

Communications Board Report – Val Thorpe

May 2024

Events

7th Annual Great Swamp Great Music Festival – Our Second Largest Annual Fundraiser

The big pieces are confirmed: bands, food, vendors, alcohol, tents, porta johns... now I'm working on the finer details. By the time the board meeting takes place, the event will be 2 days away. Here is some key info:

- **Date:** Sunday, May 19, 2024 – 12-6:30 PM (Gates open at 11 AM)
- **Location:** Brook Valley Farm, Chatham Twp.
Backup indoor location: Drew University, Madison (We will decide by May 16 if we must move the venue indoors.)
- **Volunteers Needed:** Nancy is kindly managing the volunteer efforts this year. We are still looking for help with setup (Sat, 5/18 and Sun, 5/19), breakdown, and at the various stations. If you can spare some time, please email nrago@greatswamp.org.
- **Sponsorships:** With the loss of some previous sponsors and others decreasing their support level, Lynne and Wade worked tirelessly to close that gap. Although we achieved 80% of our goal, Wade personally secured 4 new sponsorships which means new organizations/people are learning about GSWA and our mission. In total, 5 Board members (including 2 new to the board) and 4 Advisory Council members took sponsorships (pause for applause!) We finished with 22 sponsors – tying our highest number over the last 7 years.
 - **Barred Owl (\$3000+):** Atlantic Health System, S. Dillard and Adrienne T. Kirby Family Philanthropic Fund
 - **Blue Spotted Salamander (\$1500):** Debra & John Apruzzese (AC), Kathleen & Charlie Apt (Board), Adrienne & Reed Auerbach (Board), Chatham Print & Design (Sue Kessel/Board/New), Eagle Cliff Real Estate Partners (Yorgi Vlamis/AC), Agi & Matt Krauser (AC), Morris County Economic Development Alliance & Tourism Bureau (New), Valley Bank, Lisa and David Welsh
 - **Emerald Darner (\$750):** Community Builders (New), Gwen & Tony DellaPelle (AC), EA Boniakowski Insurance, Glenmede (Adam Psichos/Board), Guaranteed Rate, Inc. (New), Lissa & Ian MacCallum (Board/New), New York Life of New Jersey, Pipe Works Home Services, PSEG, The Raritan Group (New), Turpin Real Estate
- **Promotion:**
 - Created several pieces: social media graphics, newspaper ads, flyer to share electronically/post, a poster listing our sponsors to date and lawn signs.
 - Disbursed 50 lawn signs to staff and volunteers (including plant sale pickup locations) to be strategically placed throughout the region, as well as flyers and posters.
 - Kit Stinson (AC) generously paid to advertise the event in 12 Renna Media papers for a combined circulation of over 80,000. I took out an ad in NJ Hills Media papers (paid by GSWA) to appear in Chatham Courier, Madison Eagle, and Florham Park Eagle.



- 2 banners were planted – 1 at Ryan Dawson’s (Board) residence in Mendham and the other at the festival site on Loantaka Way.
- I wrote a press release and shared it to various publications – to date it’s been picked up by NJ Hills Media and InsiderNJ.com.
- **Kids’ Corner** – Last year was the first time I had a specific area for kids. I’m excited to see it reach its full potential this year. Many thanks to Meisha Williams-Bertels (Board) for underwriting the professional face painter!
- **Please help spread the word!** We would love to see 700+ attendees this year. Please invite your family and friends, share on your social media, hang posters in your local coffee shop, grocery store, post office, luncheonette...
- **Please purchase tickets and attend the festival** – it’s truly going to be our best one yet!

The Chathams & Madison Community Yard Sale

Twice a year, in the spring and fall, Chatham Twp., Chatham Boro, and Madison conduct a community yard sale. Registration is \$10/household which is a direct donation to GSWA through our website. I manage the site and address administration issues. The most recent sale occurred on May 4.

- Registration brought in \$930
- Two outside organizations donated their proceeds to GSWA:
 - Garden Club of Madison (through Board member, Lydia Chambers) is set to donate \$600.
 - Margaret Malishchak of Glass4Good, who creates stained glass pieces from reclaimed glass, donates 100% of her proceeds to non-profit organizations. She has donated pieces to our Gala’s silent auction the last 2 years and selected GSWA as the recipient for this yard sale (donation amount is currently unknown).



Spring Appeal Update & Co-chairmen’s Appeal

- You should have received a copy of our Spring Appeal (AKA Earth Day Appeal) in mid-April. We always appreciate it if you take a few minutes to look over the letters, etc. we send and tell us what you think. Your feedback is appreciated! I composed the letter and Sally had the great idea to include a “GSWA Connections” game where if the player donates and answers correctly, they are entered to win a Stanley reusable beverage mug – 9 people participated in the game. The mailing was sent to ~1700 households on April 10 followed by an email I sent to roughly 6000 people on April 19. To date, this appeal has exceeded the budget by 65%.
- Co-chair Appeal, Sally is hoping the theme will be the Ferber property. The appeal will go out by mid-June at the latest. Stay tuned...

GSWA in the News

I compose press releases that are published in some or all of the following local news media outlets including New Jersey Hills Media (14 local newspapers), The Daily Record, InsiderNJ.com, The Patch, TapInto, and more. Press releases and GSWA blogs can be found at GreatSwamp.org/publications:

- April 26, 2024: Great Swamp Music Fest to Rock Farm in Chatham Twp.
- April 8, 2024: Great Swamp Native Plant Sale is in Full Swing
- March 18, 2024: Great Swamp Native Plant Program Opens April 1

Upcoming press release:

Great Swamp Great Music Festival Recap

Office Manager Position

April 26 was Melanie Hertgen's last day official day with GSWA. Two weeks prior when she gave notice, Sally and I refreshed the job ad and posted it on Indeed and LinkedIn. There were nearly 100 applicants. We reviewed the resumes and interviewed several candidates. We have zeroed in on one applicant and I am in the process of checking their references. Meanwhile, I have taken on the office manager's responsibilities and will begin training our new hire when the role is filled.

- Assisted then took ownership of Advisory Council dinner planning
- Managed website updates
- Inventoried/ordered office & music fest supplies
- Answered phones
- Planned/executed internal events
- Updated staff contact lists, distribution lists, website

Board Report: Membership and Social Media Overview

Nancy Rago, 5/8/2024

The **April 2024 Strategic Planning for Communication, Membership, and Admin** workflow concentrated on water quality content. Our Earth Day Appeal theme, "Hydrate! Connect with Your Water," featured a call to action to donate to GSWA and participate in our game, Connections. As of April 30, 2024, donations amounted to \$4,598.00, with 9 members engaging in the game. Donations will continue to be tallied until the end of May. Additionally, we will be awarding the winner with a Stanley Quencher Tumbler, promoting the shift from plastic water bottles to reusable containers.



The **Plant for Pollinators Program** concluded with a successful sale from April 1st to 19th. Utilizing the GiveSmart Fundraise platform, we established a mini website to promote Individual Species, Garden Kits, and Additional Products. The order form, designed to track inventory, performed admirably, with additional features allowing users to select from fifteen pickup locations, make donations and a pledge to avoid planting invasive species. Preliminary statistics indicate \$67K was collected from 481 unique donors. The Native Plant Team will soon conduct a review of lessons learned for future programs, along with final statistics for this successful initiative. Personally,

I had the pleasure of working with Eric Inglis, my board adoptee, on May 4th, overseeing the GSWA Native Plant Pickup Location. Thank you, Eric, for the help that day!

In **May 2024**, our focus shifts to education content, aligning well with the Education Outreach team's preparations for school programs. We urge our Board of Trustees and Advisory Council members to keep GSWA's Facebook, Instagram, LinkedIn, and X profiles in their feeds and to engage with our content through likes, shares, and comments. Active engagement enhances the reach and impact of our posts. Additionally, I am coordinating the **Music Festival Volunteer Plans** and have initiated several recruitment requests for May 18th/19th, extending invitations to our Trustees and Advisory members. While a plan is in place for past and new volunteers, there are still open slots for various tasks. I extend my gratitude to Trustees and Advisory members who have already committed their time. If you have not but can lend a hand, **contact Nancy Rago at nrago@greatswamp.org or (973) 538-3500, x11.**

June 2024 marks the final quarter of our Fiscal Year. The Chairperson's Appeal is slated for delivery by the mid-June, with gifts tracked through the end of July.

As I compile this report, I plan to meet with my other board adoptee, Marilyn Dee, at the Advisory Council Dinner on 5/8/2024. My aim is to share my membership report with Eric and Marilyn and discuss our ongoing initiatives.

Membership FY2024 Q4 - 04/01/2024 to 06/30/2024

Q4 Member Count and Individual Giving Spreadsheets (See pages 2 & 3)

- Q4 Renewal/Lapse Mailings Schedule: April - Renewals - F24 Q4R1, Lapsed - F21 Q4. May - Renewals - F24 Q4R2, Lapsed - F22 Q1, June - Renewals - F24 Q4R3, Lapsed - F22 Q2.

**Great Swamp Watershed Association
Member Count Fiscal Year by Quarters***

	30-Sep	31-Dec	31-Mar	30-Jun
FY Ending	Q-1	Q-2	Q-3	Q-4
2024	2147	2236	2163	2111*
2023	2017	2144	2108	2431
2022	1999	2017	2000	2081
2021	1370	1350	1413	1916
2020	1547	1487	1421	1389
2019	1639	1633	1599	1585
2018	1687	1726	1659	1673
2017	1767	1734	1738	1778
2016	1686	1783	1732	1792
2015	1668	1727	1664	1771
2014	1514	1561	1500	1682

* Count Records based on all donors who have given in the 14 months prior to the end of the quarter.

**Q4 numbers as of 5/8/24.

**Great Swamp Watershed Association
Individual Giving (GL: General Member + Major Donor + Trustee Giving)**

Quarter Ended	New Donors	No. Gifts	Renew (Plus w/er)	No. Donors	No. Gifts	Appeal	No. Donors	No. Gifts	Donation	No. Donors	No. Gifts	Total General Membership	Major Gifts	No. Donors	No. Gifts	Trustee Giving**	No. Donors	No. Gifts	Total Membership
Q4 6/30/2024	\$ 272	6	\$ 3,704	51	51	\$ 698	3	7	\$ 1,378	7	7	\$ 6,053	\$ 185,550	7	7	\$ 5	1	1	\$ 191,663
Q3 3/31/2024	\$ 2,974	67	\$ 12,754	169	202	\$ 235	3	3	\$ 3,219	128	144	\$ 19,183	\$ 63,750	17	17	\$ 6,006	3	8	\$ 88,939
Q2 12/31/2023	\$ 1,485	34	\$ 21,675	243	275	\$ 3,495	41	41	\$ 3,512	37	37	\$ 30,166	\$ 99,675	49	49	\$ 714	4	6	\$ 130,555
Q1 9/30/2023	\$ 190	3	\$ 8,296	101	135	\$ 2,095	26	26	\$ 992	16	16	\$ 11,573	\$ 10,700	6	0	\$ 9,964	6	9	\$ 32,236
FY 2023 Total	\$ 4,922	76	\$ 46,429	564	663	\$ 6,523	73	77	\$ 9,101	188	194	\$ 66,974	\$ 359,675	79	73	\$ 16,743	14	24	\$ 443,392
Q4 6/30/2023	\$ 1,151	25	\$ 13,628	157	188	\$ 2,226	23	23	\$ 4,346	59	59	\$ 21,351	\$ 56,250	38	40	\$ 2,545	6	9	\$ 80,146
Q3 3/31/2023	\$ 1,839	29	\$ 9,374	139	165	\$ 160	4	4	\$ 1,547	41	45	\$ 12,921	\$ 77,383	13	14	\$ 2,064	3	6	\$ 92,367
Q2 12/31/2022	\$ 1,985	29	\$ 23,263	263	289	\$ 6,684	64	64	\$ 3,000	35	35	\$ 34,931	\$ 87,401	57	59	\$ 16,137	9	7	\$ 138,469
Q1 9/30/2022	\$ 694	12	\$ 12,319	155	180	\$ 3,095	13	13	\$ 816	14	14	\$ 16,924	\$ 31,628	14	14	\$ 7,135	8	13	\$ 55,687
FY 2023 Total	\$ 5,670	95	\$ 58,584	714	822	\$ 12,164	104	104	\$ 9,709	135	139	\$ 86,127	\$ 252,662	122	127	\$ 27,880	26	35	\$ 366,669
Q4 6/30/2022	\$ 893	21	\$ 8,013	92	117	\$ 3,782	52	52	\$ 3,816	76	78	\$ 16,504	\$ 28,560	21	22	\$ 5,120	12	20	\$ 50,183
Q3 3/31/2022	\$ 1,843	41	\$ 11,577	107	132	\$ 94	3	3	\$ 4,090	72	80	\$ 17,604	\$ 76,780	15	16	\$ 625	4	6	\$ 95,008
Q2 12/31/2021	\$ 1,289	20	\$ 22,544	224	250	\$ 4,903	52	53	\$ 3,340	35	36	\$ 32,075	\$ 71,365	51	56	\$ 15,048	12	19	\$ 118,488
Q1 9/30/2021	\$ 492	9	\$ 6,164	77	92	\$ 4,850	56	56	\$ 2,027	16	16	\$ 13,533	\$ 35,390	19	19	\$ 11,090	5	13	\$ 59,953
FY 2022 Total	\$ 4,516	91	\$ 48,298	500	591	\$ 13,628	163	164	\$ 13,273	199	210	\$ 79,716	\$ 212,035	106	113	\$ 31,882	33	58	\$ 323,633
Q4 6/30/2021	\$ 1,909	32	\$ 14,163	175	187	\$ 4,180	48	48	\$ 2,349	70	72	\$ 22,601	\$ 35,365	23	23	\$ 14,111	12	21	\$ 72,077
Q3 3/31/2021	\$ 2,200	45	\$ 12,708	155	168	\$ 426	6	6	\$ 3,027	45	48	\$ 18,361	\$ 93,240	26	28	\$ 13,745	17	30	\$ 125,345
Q2 12/31/2020	\$ 2,168	24	\$ 20,829	217	234	\$ 5,387	66	66	\$ 2,404	22	22	\$ 30,788	\$ 64,083	51	53	\$ 8,841	9	14	\$ 103,712
Q1 9/30/2020	\$ 1,247	14	\$ 8,968	105	116	\$ 1,050	12	12	\$ 883	21	21	\$ 12,148	\$ 26,000	17	17	\$ 621	3	5	\$ 38,769
FY 2021 Total	\$ 7,523	115	\$ 56,668	652	705	\$ 11,043	132	132	\$ 8,664	158	163	\$ 83,898	\$ 218,688	117	121	\$ 37,317	41	70	\$ 339,903
Q4 6/30/2020	\$ 309	7	\$ 16,615	201	209	\$ 6,939	82	82	\$ 122	7	7	\$ 23,984	\$ 29,500	18	19	\$ 19,370	18	26	\$ 72,854
Q3 3/31/2020	\$ 957	22	\$ 10,324	137	148	\$ 250	2	2	\$ 1,365	15	16	\$ 11,531	\$ 66,015	12	12	\$ 6,786	9	13	\$ 84,332
Q2 12/31/2019	\$ 2,130	30	\$ 18,535	218	231	\$ 6,025	72	73	\$ 1,268	22	22	\$ 28,055	\$ 73,400	45	46	\$ 2,450	3	5	\$ 103,905
Q1 9/30/2019	\$ 745	15	\$ 8,356	94	103	\$ 1,097	16	16	\$ 1,268	22	22	\$ 11,466	\$ 25,500	10	11	\$ 1,150	4	6	\$ 38,116
FY 2020 Total	\$ 4,140	74	\$ 53,831	650	691	\$ 14,311	172	173	\$ 2,755	60	62	\$ 75,037	\$ 194,415	85	88	\$ 29,756	34	50	\$ 299,207

Notes: Donors may appear in multiple columns if they've given in different quarters and for multiple purposes.

*Renew plus Sustaining Members and Workplace Matching Gift

**Does not include Music Fest & Gala Giving.

†General Ledger Analysis of Q4 numbers as of 5/8/24 and does not include Native Plant Program.

‡Development/Development Report/Individuals Giving Report/Member Count - Individual Giving Report FY 2024/172024 Q4 Individual Giving/Individuals Giving



Habitat for Humanity volunteers after shed move.

Land Stewardship Board Report by Ginger Van Ryzin

The ephemeral spring flowers have come and gone at the CMA, which can only mean that the mosquitoes are just around the corner! With the warmer days, migratory birds like warblers, grosbeaks, kinglets, and more are now making their appearance.

Spring does not only mean migrant visitors, but it also means it is time for spring cleaning! If you have walked around at the CMA over the past two months, you may have noticed some changes around the trail entrance. Our new shed is officially ready to be installed, and in preparation we have been hard at work cleaning and preparing the site. This is no simple task, however, because to get the area ready we had to clean up the site around the existing sheds, clear vegetation, lay gravel foundations for each, and move the existing sheds over to



Dwarf Ginseng blooms.



Little green shed move.



15 tons of gravel to be laid for shed foundations.

make way for the new one. This meant ordering (and spreading!) 15 tons of gravel and find a brave group to tackle this monstrous task.

With our hearty volunteers, we moved the smaller green shed with no problem, but we needed more hands for the larger gray shed. Luckily, a local Habitat for Humanity group offered their help, both to move the large existing shed (and even reroof it!) and lay the gravel foundations. That very same day, the Environmental Club at Drew University came out to help with trail upkeep, boardwalk repairs and deer fence maintenance. Overall, a very successful and productive day!

Late this spring, we are projected to install the new shed. This comes at perfect timing, just as our corporate workdays with teva, Goldman Sachs, Affinity Credit Union and more begin.



Big gray shed in mid-move.



Habitat for Humanity roofers re-shingling gray shed.



Ginger and Sandra putting the finishing touches on the gray shed roof.



Paterson School 25 students looking for life under a log at the CMA

Education Board Report May 2024 by Ginger Van Ryzin

What a busy two months it has been! With the school educational programs like Students2Science and SWaMP up in full swing, we have taught over 500 students since March. Schools from all over the watershed (and beyond) have been visiting the CMA, including schools from Paterson, Passaic, and more.



iLearn Academy Passaic looking for frogs in the swamp.



iLearn Academy Paterson learning about layers of the forest.



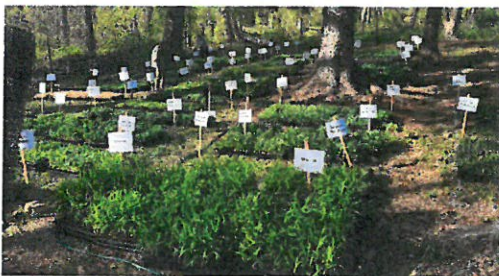
iLearn Academy Bergen learning about the Great Swamp and Passaic Watershed.

Plant For Pollinators Program

Another year, another 25,000 plants in the ground! We had a great 4th annual Plant for Pollinators Program, where we offer low-cost native perennial flowers and grass plugs to both seasoned and new gardeners. We've had several well-attended webinar events, with about 500 participants who signed up for our Plant for Pollinators Webinar Series. New this year, we've also added an "Ask the Experts" panel where local experts answered gardener's questions.



Ginger giving the kickoff Plant Sale Webinar.



25,000 plants freshly unloaded from the box trucks.

The kickoff day went off without a hitch, or should I say without a website crash! This year, we moved the Native Plant Program's site from GSWA's website to a new GiveSmart site. This allowed for more users to be on the site at once and an easier, more concise checkout process. It took all but twenty minutes for our first species, rattlesnake master, to be sold out with many more species following.

Over 100 volunteers came out to help with our Factory Processing Days, where volunteers disassembled the plant flats into 5-plug units, built the garden kits, and picked the plant orders for each town. A huge thank you to all of the volunteers who pitched in, this program would happen without their help!

In total, we had 515 plant orders, meaning we helped create or expand over 500 native gardens in northern NJ with our 25,000 plants. To put in perspective, this equates roughly to a half-acre size of newly added or improved native gardens, providing much-needed pollinator habitat as well as improving water quality and flooding mitigation along the Passaic River.



Volunteers picking up their town's orders.



Volunteers processing the plants.

Spring Public Programming

Spring is one of the best times to get outside, and our participants would agree! We had beautiful weather for our signs of spring hike at Garret Mountain at the end of



Sunset at Vernal Pool Hike

March, where along the way we spotted red maples budding, red cedar trees beginning to spread pollen, and admired the NYC skyline.

Despite the threat of rain, our annual Vernal Pool Exploration hike went well because after all, the frogs don't mind getting wet! We had a great turnout, and saw a spotted turtle, spring peepers, dragonfly larvae, heard northern chorus frogs call, and saw a beautiful sunset.



Signs of Spring hikers



Spring Peeper

Continuing Education

Springtime at GSWA is typically associated with all of our school educational programs, but this year the programming staff is taking educational programs themselves. The Master Ecologist course, hosted by Duke Farms, covers 8 months with each month focusing on a different ecological topic. We had our first class back in February, and since then we had two more covering Spring Phylogeny and Wetland Delineation.



Blaine Rothauser analyzing wetland soils.

Paterson Rain Garden Update

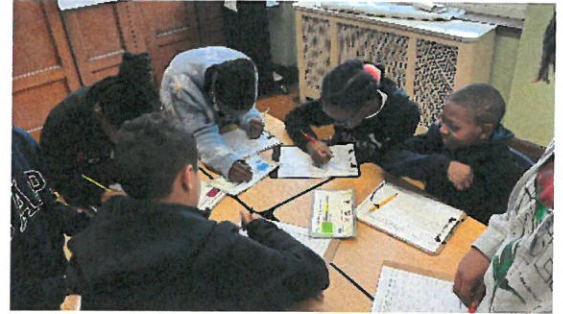


Students learning about flower function and shapes.

At Paterson School 25, we have been working closely with the 4th and 5th grade students to install a rain garden at their school. After learning about how water cycles through their town moves around their school yard, the students were finally ready to pick which plants they think should go into their garden. This is no easy task; however, because the students must pick the best plants for their garden, taking into account the

needs of wildlife and the conditions of their garden.

We now have the plans for the rain garden from Rutgers, and now that the students have picked their plants as well, we are all set for the Board of Education to approve the plans. As of now, our target installation date will be late August.



Students picking the best natives for their garden.

Summit Rain Garden



Students exploring how their water moves throughout their school yard.

This winter, we began working with Jefferson Elementary School in Summit for a rain garden installation project. Last week was the first part of our project, where we introduced the 5th grade classes to GSWA and what we do, while also going over the “real water cycle” they encounter every day when they turn on their tap in the morning. Next, it will be up to them to choose which plants are perfect for their area, keeping biodiversity and the conditions of the garden in mind.

GSWA Water Quality Programs

Board Meeting Report

May 2024

Water Quality Monitoring

2024

Chemistry –

For 2024, we are continuing to sample our new Paterson Expansion sampling sites, 21 in all.

Our first round of chemical data has come in from our early March sampling. With the heavy rains in the beginning of March, we saw flooding and erosion conditions at many sites. Our lab results show lower than usual Total Dissolved Solids (TDS) which we use as a marker for road salt. This is not surprising as we had very little winter precipitation and with the precipitation what road salt was present would have been very diluted. The one exception to this was Loantaka Brook which exceeded the state standard for TDS at both sampling locations.

GSWA has received a grant from the Watershed Institute to update our Quality Assurance Protection Plan (QAPP) so that we can return to submitting our WQ data to DEP under the new system. One of the aspects of this grant was the expansion of WQ data collection along Loantaka Brook. Starting with our spring sampling in May we will begin to increase the number of sampling sites in the areas along Loantaka Brook that we hope to target with the restoration.

I am in the process of finalizing our QAPP to submit to DEP for review. Within the new DEP system, we will now be able to submit more of our data than we previously were allowed. This will include our Stream Team Visual Assessments, our PFAS data, and our full macroinvertebrate data set. We are happy to be working with the Watershed Institute on this project.

Visual Assessments -

We are about halfway through our spring visual assessments. Things have been a little slow this year but I am excited to say we had a great turnout to our Spring Assessment training class. I am currently working with our new volunteers to set them up with locations for monitoring. We have 34 different sites where we are collecting visual assessment data throughout the Passaic River Region.

PFAS –

Our PFAS follow-up sampling was completed earlier this month. Four samples were collected on the Rolling Knolls property including two within Black Brook and two from seepage pools within the superfund area.

We also re-sampled the up and downstream sites that are in the sub-watershed surrounding the superfund site. These sites all included the main stem or tributaries of Black Brook. We received our results and are analyzing them at this time. Look for a report in conjunction with the completion of the 2023 Report Card.

Education –

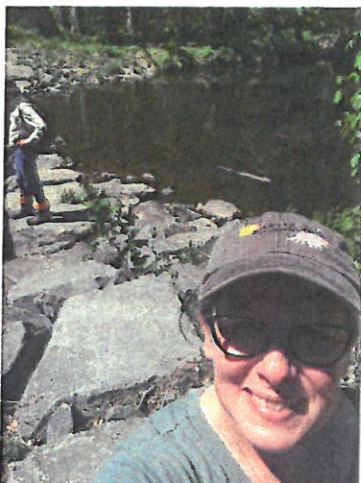
Our spring education season is off to a great start with about half our field trips completed. We will continue through the end of the school year conducting water quality education at the CMA as well as at sites along the Passaic and its tributaries.

We are happy to welcome three high school students to GSWA this spring for post-AP internships. Robert Patten, from Pingry High School, has already begun his internship and has been helping out with the end of plant sale tasks.

Quinn Donahue and Ryan Peirson, from South Plains-Fanwood High School will be starting later this month.

Finally, we will be hosting one college intern, Rose Murphy-Braunstein from Stockton University. Rose will be joining us just in time to lend a hand with the music festival and will stay on through the summer.

Stream Conference –



I was pleased to be able to attend the Society for Ecological Restoration's recent field trip in Virginia. We spent a full day in the field, visiting 4 sites in the region, studying recently constructed stream restoration projects. Two of the locations were similar to what we are looking to accomplish with our Loantaka restoration project and so this was a great opportunity to meet with environmental engineers, non-profit organizers, and local government agencies who were involved.

It was a great learning experience and also made me think in new ways about how GSWA could have a bigger

impact in restoring downstream areas along the Passaic which I previously thought would be to challenging for an organization of our size. I look forward to putting my new skill sets to work.



Loantaka Brook Restoration Project –

UPDATE – As of the end of 2023 we have received a proposal for a scope of work from Rutgers which will involve completing the first necessary step towards improving the Loantaka Watershed. This will involve Rutgers writing a detailed Watershed Restoration Protection Plan. The scope of work for Rutgers to complete this plan is ~\$64,000.00. Lynne is currently working on securing funding so that we can proceed with this important project. Having this plan in place will allow GSWA and the partnering

communities and county parks to secure further funding through the MS4 permitting requirements to complete the actionable items proposed within the plan and work to improve Loantaka Brook.

History - Loantaka is our most impaired stream within the Great Swamp Sub-watershed. This stretch of the stream has elevated levels of bacteria during the summer months, it is impacted by road salt, runoff and effluent discharges, and doesn't have a good diversity of habitat for macroinvertebrates. The picture to the left is where Loantaka Brook headwaters start, coming out of a culvert under Parsons Village in Morristown.

Since my last board report I have met with many of the community members as well as the Morris Township EC and Morris County Parks employees. We have done a number of walk-throughs of the area along Loantaka Brook which we would like to target for restoration. One of these included being accompanied by Steve Souza formerly of Princeton Hydro and Roy Messaros from Rutgers University Environmental Engineering. These two gentlemen brought some needed insight into what restoration efforts would be possible and the most successful at addressing the issues facing the stream.

While examining the headwaters region of Loantaka Brook we also reviewed the restoration that GSWA helped to conduct at Seaton Hackney Stables. The restoration area adjacent to the stream was in relatively good shape with the native trees which had been planted all doing well and with minimal deer browse, the understory is once again dominated by invasive plants. However, of greatest concern was the fact that we observed dumping of horse manure from the Seaton Hackney paddocks on the stream side of the fencing. These piles of fresh and older manure being placed within the restoration area and along the stream side of the fencing allow stormwater to carry the nutrients and bacterial contamination more directly into Loantaka Brook. Both the stables and Morris County Parks were notified of the violation and we will follow up in the coming weeks to ensure that this is dealt with.

Dr. Messaros is now pulling together a bid to present to GSWA on the cost of writing a formal restoration plan. This plan would include all recommendations and discrete projects that will be weighted in terms of efficacy. In this way our GSWA grant team can begin to look at sources for funding the different projects. This is the next step in the process of seeing the project come to life and restoring the water quality to the Loantaka Brook headwaters.

Staff Changes – We have had some staff changes recently. Danielle Bongiovanni, who started with us early this year was let go. Unfortunately, she was not a good fit for the position we need her to fill.

We have hired a new staff member to fill the position, Alexandra (Alex) Melligon. Alex comes to us with a solid water quality background including data collection and management. She also has teaching experience in an informal setting. We look forward to welcoming Alex to GSWA in mid-June.