

GSPA Board of Trustees Meeting
06.21.2024
Minutes

David Naidu and Sally Rubin convened the meeting at 9:10 a.m. Board members present included David Naidu, Karlito Almeda (Advisory Council), Ryan Dawson, Ian MacCallum, Sue Kessel, David Robinson, Lydia Chambers, Kate Barry, Charlie Apt, Michael Dee, Marilyn Dee, Brett Williamson via Zoom, and Stacey Valentine via Zoom. Absent were Reed Auerbach, Carolyn Dempsey, Todd Hyde, Eric Inglis, Ralph Jones, Adam Psichos, Dot Stillinger, Clark Wagner, and Meisha Williams Bertels. Staff members present included Sally Rubin, Sue Levine, Lynne Applebaum, Val Thorpe, and Wade Kirby.

Sally then called for approval of the Minutes from the board meeting on Friday, May 17, 2024. *Ian motioned for approval of the Minutes which was seconded by Charlie.* All in favor. None opposed. The motion carried.

Sue Levine then delivered a Finance Committee Report from their meeting on June 7th.

Review / approve the FY 2025 budget - a detailed discussion was held regarding the budget for FY 2025. From the last board meeting to date, we have agreed to take on a new education grant - the Ramapo Climate Grant which will be managed by Hazel England. This has helped us reduce the more significant shortfall that was discussed at the prior board meeting from the decline in foundation funds due to foundation focus changes. In addition, the Native Plant Program was reviewed and a 30% price increase was incorporated.

The proposed budget has projected revenue of \$1,226,964 which includes funds from the Board Designated Trustee Reserve. The budget contains revenue risks with the annual event, music fest and the 4% draw. We discussed doing a more expanded 2-3 year average to smooth out market risk for the draw in the future. There are some potential upsides in Revenue for Trustee Giving, and Foundations. The expenses are proposed at \$1,226,945. The expenses include a COLA impact for labor costs, inflation on utilities, added costs for the Ramapo Climate Change Grant and some needed tree removal at the CMA. In addition, the Finance Committee approved some Website refreshing in FY 2024 not to exceed \$5k. The Finance Committee approved the use of funds from the Board Designated Operational Reserve to address the shortfall of \$17,400. This results in a breakeven Net Operating Revenue. In addition, it was agreed that we would do a mid-year re-forecast to ensure close monitoring of the financials. Review / approve resolution for LOC for \$500,000. The Finance Committee approved an increase in the LOC from \$350,000 to \$500,000 and to move the LOC from Citizens to Valley.

Open discussion at the Finance Committee:

- a. How to address the foundations shortfall going forward - how can board help?
- b. Membership shortfalls?
- c. Alternative fundraisers?
- d. What can be done to improve trustee giving?

1. Ferber - Capital Campaign needs - see attached P&L. Sally shared that we will need a new septic asap with a cost of approximately \$90k including design and install. She also shared that an architect, Steven Kowalski, has agreed to do the project pro-bono.
2. 401k conversion to PFP is proceeding.
3. Investment account as of 5/31/2024 is at \$2,204,157. We will revisit re-balance needs in the fall.

The board also reviewed the balance sheet noting the changes from the prior fiscal year.

Great Swamp Watershed Association

Statement of Financial Position

As of March 31, 2024

Accrual Basis Monday, May 6, 2024 05:05 PM GMT-04:00 1/1

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

Sue called for a motion to approve Valley Bank's increased line of credit from \$350,000 to \$500,000. *Michael motioned for approval which was seconded by Ian.* All in favor. None opposed. The motion carried. Sue suggested a mid-year review of the budget that includes the following:

Budget Deficit Policy -Board Approved 5/19/23

Amended 1/20/2023 Previously 11/22/2019; 03/31/2016; 4/17/15

Purpose: To ensure timely review of the financial health of the organization.

The following safeguards are put in place to ensure that actual performance in each fiscal year equals or exceeds the budgeted results.

The following triggers will require action by the Finance Committee. At the Finance Committee's discretion, a trigger may be presented to the full board for appropriate action.

1. If the Gala generates in total a net amount that falls short of the budgeted amount in excess of 10%.
2. Individual contributions fall short of budgeted amount by 10% as of December 31.
3. Net income for the first half of the fiscal year underperforms the budget by 10%.
4. Third quarter year to date net income underperforms budget by 10%.
5. Fourth quarter net income results in a deficit for the fiscal year.

The Board will formally review actual versus budget at a minimum semi-annually.

Re- Approved and Adopted by the Board of Trustees on the 19th day of May, 2023;

previously approved 1/20/2023; 11/22/2019; 3/31/2016; 04/17/2015

Note: The budget will be seasonalized based on history and significant known changes.

Sue said that \$5,000 may be spent on an upgrade of GSWA's website in the current fiscal year.

Sue then called for approval of the FY2025 budget. All board members unanimously approved with Eric, Adam, Dot, Clark, Reed, Carolyn, and Meisha approving by email. All board members must vote on the budget and those who have not yet voted will be contacted directly. (see attached)

Sally then updated everyone on the expenses to move to Ferber including the need for a new septic at approximately \$90,000. We will ask the Hyde & Watson Foundation for the septic and well.

Sally then explained details of the Board Pledge Agreement which is not a give/get requirement. It is so each board member can determine at the beginning of the fiscal year (hopefully by May of each year) what their annual contribution is intended to be. This helps the board member know what their commitment is and helps GSWA with budget planning.

David then discussed the proposed Case for Support. He read Clark's comments since Clark couldn't attend the meeting. Clark approves a \$2,500 - \$3,000 annual board commitment per person applied toward *all GSWA fundraising initiatives* during the year, i.e. Gala, Spring Fundraiser, etc. Michael then read Reed's email message which included encouragement for all board

members to “step up “with their commitments (financial and otherwise), in the years to come. Stacey said she is in favor of this per board member annual financial commitment as was Lydia, but Lydia added that all board members should serve on a subcommittee and contribute more than financially. David spoke about personal involvement which leads to enhanced financial support. Certain people bring certain expertise. Michael said we need people’s talents on committees. *Michael motioned that the level for each board member’s annual financial commitment should be a suggested \$3000 of funds that would be tax deductible (eg not the cost of your gala dinner or auction items purchased) be accepted with modifications in the years to come and with specific individual exceptions to be determined by the trusteeship committee, which was seconded by Ian.* All in favor. None opposed. The motion carried.

Val then updated everyone on the Fall Gala: The staff and recent gala committee meeting suggests “Conservation Conversations” modeled after the annual fundraiser held by Morris Arts which consists of speakers on different topics at each table with guests. Our speakers will address all manner of environmental topics including those based on a film or photography. Sally suggests possibly two different speakers at each table for 10 minutes each or possibly one speaker for 15-20 minutes. The early private reception at \$500 per ticket from 5 - 6 p.m. would host ALL the speakers. David Naidu spoke about the diversity of interesting speakers whose expertise would be shared at each table. Charlie, Marilyn, and David Naidu offered to serve on a Gala Planning Subcommittee. David asked each board member to submit five names of very interesting speakers. Sally asked each board member to put together a table of ten people, either paid by the trustee or your guests each pay for themselves. The gala committee can determine details such as whether or not tables/speakers will be randomly assigned or can be selected by the attendee. Sally indicated that allowing the attendees to select their table speaker will be a nightmare for her to do the seating arrangements. Perhaps if someone purchases the \$500 premium ticket that could entitle the person to select their table speaker and the remaining ticket purchasers would be randomly assigned. TBD...

Sally then spoke about Ryan Dawson’s generous offer to host a fundraiser in his fabulously decorated “barn” and beautiful garden. Lynne suggested that we call it “A Twilight Affair.” The cost of \$300 per couple was suggested. Ryan has a full bar and will provide hors d’oeuvres and live entertainment as well. Thursday, September 26th is the date, and several trustees should please attend and invite guests. Staff will review potential guests and Ryan will also invite guests. The goal is about 60 people.

Sally then reviewed details of the signed Ferber Property contract. There were home, termite, radon, tank sweep, Phase 1 environmental, and septic inspections. The home inspection revealed some plumbing issues, but major items like the roof of the two structures and the boilers in the house are in decent condition. Unfortunately, we do need a new septic and a new well and cannot occupy the property without them. She was referred to an architect who will work for FREE! Sally asked for a nonformal vote to confirm that we still want to proceed with the acquisition and will seek funding for the new septic or use trustee reserve funds if necessary. The board agreed. The board also agreed to engage Steve Kowalski as the pro bono architect.

Sally asked about the use of advertising to offset the cost of GSWA's semi-annual newsletter, *Across the Watershed*. This has never been done, but is this a good idea? To be discussed further.

David Naidu suggested that a general contractor join the board, and he asked any board member who knows one to make a recommendation. It would have to be someone who is not interested in doing the work at Ferber.

Wade then asked if there would be interest in a board retreat at Kirby Episcopal House, Inc. in Mountaintop, Pennsylvania. He suggested at this point in GSWA's pivotal history it might be good to get away for some productive discussion about the future as well as an opportunity for board members to get to know each other better. There are recreational facilities, all meals would be provided, and the home sleeps 26 people. Wade generously offered to pay whatever the cost would be so it would be free for the board. We would need to have a majority of board members participate to make it worthwhile. David Naidu said he would pose the offer to the entire board with suggested dates.

Board meetings to follow beginning at 8:30AM, in person except for January:

2024: Friday, September 20th, Friday, December 20th

2025: Friday, January 17th zoom, Friday, March 21st, Friday, May 16th and Friday, June 20th

There being no further business, the meeting was adjourned at 10:29 a.m.

Respectfully submitted,

Wade Kirby
Director of Development

Votes via Email

| Name | Budget Vote | Line of Credit Increase Vote |
|---------------------|-------------|------------------------------|
| Reed Auerbach | Yes | Yes |
| Carolyn Dempsey | Yes | Yes |
| Eric Inglis | Yes | Yes |
| Ralph Jones | Yes | Yes |
| Adam Psychos | Yes | Yes |
| Dorothea Stillinger | Yes | Yes |
| Clark Wagner | Yes | Yes |
| Meisha Williams | Yes | Yes |

Izzy Filippini

From: Izzy Filippini
Sent: Friday, June 28, 2024 11:18 AM
To: Izzy Filippini
Subject: FW: GSWA Board meeting June 21

From: Psichos, Adam <Adam.Psichos@Glenmede.com>
Sent: Friday, June 14, 2024 5:11 PM
To: Sally Rubin <srubin@greatswamp.org>
Subject: Re: GSWA Board meeting June 21

Hi Sally - I'm in London next week but approve the budget and the new LOC.

Best- Adam

Adam G. Psichos

Senior Relationship Strategist | Managing Director

adam.psichos@glenmede.com

O: 973-451-3803 | **M:** 973-879-0743 | **F:** 973-656-3184

Glenmede

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From: Sally Rubin <srubin@greatswamp.org>
Sent: Friday, June 14, 2024 4:58:26 PM
To: charlie@charlieapt.com <charlie@charlieapt.com>; charlie@sarabeth.com <charlie@sarabeth.com>; reedauerbach@gmail.com <reedauerbach@gmail.com>; Kate Barry <caitlinkbarry@gmail.com>; lydchambers@msn.com <lydchambers@msn.com>; rdawson@Weichert.com <rdawson@Weichert.com>; marilyn204@gmail.com <marilyn204@gmail.com>; deefam1@gmail.com <deefam1@gmail.com>; carolyn.dempsey@me.com <carolyn.dempsey@me.com>; robert.hydejr@gmail.com <robert.hydejr@gmail.com>; eai@spsk.com <eai@spsk.com>; rejoness3@mac.com <rejoness3@mac.com>; skessel@chathamprint.com <skessel@chathamprint.com>; IMacallum@cannellspears.com <IMacallum@cannellspears.com>; davidnaidu15@gmail.com <davidnaidu15@gmail.com>; Psichos, Adam <Adam.Psichos@Glenmede.com>; David.robinson@rutgers.edu <David.robinson@rutgers.edu>; dkstillinger@gmail.com <dkstillinger@gmail.com>; SValentine@avelinolaw.com <SValentine@avelinolaw.com>; cwagner071@gmail.com <cwagner071@gmail.com>; meisha.williams@gmail.com <meisha.williams@gmail.com>; brettmasonwilliamson@gmail.com <brettmasonwilliamson@gmail.com>; abbottkmr@gmail.com <abbottkmr@gmail.com>; tkachenbach@icloud.com <tkachenbach@icloud.com>; almeda.karlito@gmail.com <almeda.karlito@gmail.com>; debapru@gmail.com <debapru@gmail.com>; astri23@optonline.net <astri23@optonline.net>; lberkowi@aol.com <lberkowi@aol.com>; nbodalia@columbiabankonline.com <nbodalia@columbiabankonline.com>; Innishfad@gmail.com <Innishfad@gmail.com>; ftcmkc2@comcast.net <ftcmkc2@comcast.net>; gerryjo2000@gmail.com <gerryjo2000@gmail.com>; bcurnin@oldemillinn.com <bcurnin@oldemillinn.com>; andrew.delaney21@gmail.com <andrew.delaney21@gmail.com>; ADellaPelle@mrod.law <ADellaPelle@mrod.law>; WDiehl@smgnj.com <WDiehl@smgnj.com>; Russell.Furnari@gmail.com <Russell.Furnari@gmail.com>; sallyglick1@gmail.com <sallyglick1@gmail.com>; grayzel@verizon.net <grayzel@verizon.net>; pamelabharding168@gmail.com <pamelabharding168@gmail.com>; judithhazlewood@gmail.com <judithhazlewood@gmail.com>; RJones@valley.com <RJones@valley.com>; janeakendall@att.net <janeakendall@att.net>; Matt.Krauser@nrmk.com <Matt.Krauser@nrmk.com>; teresadlane23@gmail.com <teresadlane23@gmail.com>; Neale7@aol.com

<Neale7@aol.com>; guy.piserchia@gmail.com <guy.piserchia@gmail.com>; jrafalowski@savatree.com
<jrafalowski@savatree.com>; fschultz@geiconsultants.com <fschultz@geiconsultants.com>;
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<julia@njhighlandscoalition.org>; lstevens951210@yahoo.com <lstevens951210@yahoo.com>; fhstillinger@gmail.com
<fhstillinger@gmail.com>; kitstinson@gmail.com <kitstinson@gmail.com>; gvlamis@eaglecliff.com
<gvlamis@eaglecliff.com>

Cc: Wade Kirby <WKirby@greatswamp.org>; Sue Levine <slevine@greatswamp.org>; Valerie L Thorpe
<vthorpe@greatswamp.org>; Lynne Applebaum <lapplebaum@greatswamp.org>

Subject: GSWA Board meeting June 21

External Email. Do not click links or open attachments if the sender is unknown

Hi everyone, attached please find the board materials for our in person board meeting next Friday, June 21, at 9AM. We really hope you can attend this meeting. If you are unable to, please be sure to email your vote on the budget, which has already been approved by the finance committee. Please also vote on the resolution for a new Line of Credit at Valley National Bank for \$500,000. This will replace a Line for \$350,000 which is expiring at Investors/Citizens Bank.

Advisory Council members, as always, you are invited to attend, but you are not required to!

I hope to see most of you next Friday. There is a possibility that we will need to relocate the meeting due to the exterior painting. I don't think we will be able to have the air conditioning in the windows while the painters are painting the trim. I will look into meeting at the Harding Library. Stay tuned!

Thanks, Sally

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Izzy Filippini

From: Sally Rubin
Sent: Tuesday, June 25, 2024 2:10 PM
To: Izzy Filippini
Subject: FW: GSWA Board meeting June 21

From: Carolyn Dempsey <carolyn.dempsey@me.com>
Sent: Friday, June 21, 2024 8:49 AM
To: Sally Rubin <srubin@greatswamp.org>
Subject: Re: GSWA Board meeting June 21

Hi Sally,

I was hopeful to get to my class early and log on to the meeting a few minutes before I have to teach, but that was too optimistic. This morning has been crazy and I will be en route when the meeting starts. I vote yes to the budget and to the line of credit.

Thank you!

:)Carolyn

On Jun 20, 2024, at 12:30 PM, Sally Rubin <srubin@greatswamp.org> wrote:

Hi everyone, just a reminder about our board meeting tomorrow morning at 9 at the Harding Library. I hope you can join us in person, but just in case you can't, I have set up a zoom link below. if you have not yet replied, it would be helpful to rsvp so I know whether we have a quorum. thanks! stay cool today, Sally

From: Sally Rubin <srubin@greatswamp.org>
Sent: Sunday, June 16, 2024 3:18 PM
To: SValentine@avelinolaw.com; Sally Rubin <srubin@greatswamp.org>
Cc: Cristina Pedreira <CPedreira@avelinolaw.com>
Subject: RE: GSWA Board meeting June 21

Here's a zoom if you can't make it in person!

Great Swamp Watershed Association is inviting you to a scheduled Zoom meeting.

Topic: GSWA board meeting
Time: Jun 21, 2024 09:00 AM Eastern Time (US and Canada)

Join Zoom Meeting
<https://us06web.zoom.us/j/83520356259>

Meeting ID: 835 2035 6259
Passcode: 171778

One tap mobile
+13126266799,,83520356259#,,,,*171778# US (Chicago)
+16469313860,,83520356259#,,,,*171778# US

Dial by your location

- +1 312 626 6799 US (Chicago)
- +1 646 931 3860 US
- +1 929 205 6099 US (New York)
- +1 301 715 8592 US (Washington DC)
- +1 305 224 1968 US
- +1 309 205 3325 US
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
- +1 360 209 5623 US
- +1 386 347 5053 US
- +1 507 473 4847 US
- +1 564 217 2000 US
- +1 669 444 9171 US
- +1 669 900 6833 US (San Jose)
- +1 689 278 1000 US
- +1 719 359 4580 US
- +1 253 205 0468 US

Meeting ID: 835 2035 6259
Passcode: 171778

Find your local number: <https://us06web.zoom.us/j/kcWz3MfZi0>

From: Stacey Valentine <SV Valentine@avelinolaw.com>
Sent: Sunday, June 16, 2024 2:28 PM
To: Sally Rubin <srubin@greatswamp.org>
Cc: Cristina Pedreira <CPedreira@avelinolaw.com>
Subject: RE: GSWA Board meeting June 21

We are leaving for vacation this day but I'd like to join via zoom – is that an option? If so will you send me the zoom link so Cristina can get it on my calendar?

From: Sally Rubin <srubin@greatswamp.org>
Sent: Friday, June 14, 2024 4:58 PM
To: charlie@charlieapt.com; charlie@sarabeth.com; reedauerbach@gmail.com; Kate Barry <caitlinkbarry@gmail.com>; lydchambers@msn.com; rdawson@Weichert.com; marilyn204@gmail.com; deefam1@gmail.com; carolyn.dempsey@me.com; robert.hydejr@gmail.com; eai@spsk.com; rejones3@mac.com; skessel@chathamprint.com; IMaccallum@cannellspears.com; davidnaidu15@gmail.com; adam.psichos@glenmede.com; David.robinson@rutgers.edu; dkstillinger@gmail.com; Stacey Valentine <SV Valentine@avelinolaw.com>; cwagner071@gmail.com; meisha.williams@gmail.com; brettmasonwilliamson@gmail.com; abbottkmr@gmail.com;

tkachenbach@icloud.com; almeda.karlito@gmail.com; debapru@gmail.com; astri23@optonline.net; lberkowi@aol.com; nbodalia@columbiabankonline.com; Innishfad@gmail.com; ftcmkc2@comcast.net; gerryjo2000@gmail.com; bcurnin@oldemillinn.com; andrew.delaney21@gmail.com; ADellaPelle@mrod.law; WDiehl@smgnj.com; Russell.Furnari@gmail.com; sallyglick1@gmail.com; grayzel@verizon.net; pamelabharding168@gmail.com; judithhazlewood@gmail.com; RJones@valley.com; janeakendall@att.net; Matt.Krauser@nmrk.com; teresadlane23@gmail.com; Neale7@aol.com; guy.piserchia@gmail.com; jrafalowski@savatree.com; fschultz@geiconsultants.com; carolyn@sharawayconsulting.com; julia@njhighlandscoalition.org; lstevens951210@yahoo.com; fhstillinger@gmail.com; kitstinson@gmail.com; gvlamis@eaglecliff.com

Cc: Wade Kirby <WKirby@greatswamp.org>; Sue Levine <slevine@greatswamp.org>; Valerie L Thorpe <vthorpe@greatswamp.org>; Lynne Applebaum <lapplebaum@greatswamp.org>

Subject: GSWA Board meeting June 21

ATTENTION: This email was sent to AVELINO LAW from an *external source*. Please be extra careful when opening attachments or clicking links.

Hi everyone, attached please find the board materials for our in person board meeting next Friday, June 21, at 9AM. We really hope you can attend this meeting. If you are unable to, please be sure to email your vote on the budget, which has already been approved by the finance committee. Please also vote on the resolution for a new Line of Credit at Valley National Bank for \$500,000. This will replace a Line for \$350,000 which is expiring at Investors/Citizens Bank.

Advisory Council members, as always, you are invited to attend, but you are not required to!

I hope to see most of you next Friday. There is a possibility that we will need to relocate the meeting due to the exterior painting. I don't think we will be able to have the air conditioning in the windows while the painters are painting the trim. I will look into meeting at the Harding Library. Stay tuned!

Thanks, Sally

Izzy Filippini

From: Sally Rubin
Sent: Friday, June 14, 2024 5:44 PM
To: Izzy Filippini; Sue Levine
Subject: FW: GSWA Board meeting June 21

From: Clark Wagner <cwagner071@gmail.com>
Sent: Friday, June 14, 2024 5:05 PM
To: Sally Rubin <srubin@greatswamp.org>
Subject: Re: GSWA Board meeting June 21

Sally -

As mentioned, I will not be at the Board meeting. I vote in favor of both the budget and the new line of credit.

Clark

Sent from my iPad

On Jun 14, 2024, at 4:59 PM, Sally Rubin <srubin@greatswamp.org> wrote:

Hi everyone, attached please find the board materials for our in person board meeting next Friday, June 21, at 9AM. We really hope you can attend this meeting. If you are unable to, please be sure to email your vote on the budget, which has already been approved by the finance committee. Please also vote on the resolution for a new Line of Credit at Valley National Bank for \$500,000. This will replace a Line for \$350,000 which is expiring at Investors/Citizens Bank.

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Thanks, Sally
<Board Packet 06-21-24.pdf>

Izzy Filippini

From: Sally Rubin
Sent: Friday, June 14, 2024 5:45 PM
To: Sue Levine; Izzy Filippini
Subject: FW: GSWA Board meeting June 21

-----Original Message-----

From: Dorothea Stillinger <dkstillinger@gmail.com>
Sent: Friday, June 14, 2024 5:04 PM
To: Sally Rubin <srubin@greatswamp.org>
Subject: Re: GSWA Board meeting June 21

Hi Sally - I'm away so can't attend the June Board meeting. I approve both the budget and the new line of credit. Thanks again for keeping me informed about the Passaic River CAG meetings.

-- Dot

On 6/14/2024 4:58 PM, Sally Rubin wrote:

> Hi everyone, attached please find the board materials for our in
> person board meeting next Friday, June 21, at 9AM. We really hope you
> can attend this meeting. If you are unable to, please be sure to
> email your vote on the budget, which has already been approved by the
> finance committee. Please also vote on the resolution for a new Line
> of Credit at Valley National Bank for \$500,000. This will replace a
> Line for
> \$350,000 which is expiring at Investors/Citizens Bank.
>
> Advisory Council members, as always, you are invited to attend, but
> you are not required to!
>
> I hope to see most of you next Friday. There is a possibility that we
> will need to relocate the meeting due to the exterior painting. I
> don't think we will be able to have the air conditioning in the
> windows while the painters are painting the trim. I will look into
> meeting at the Harding Library. Stay tuned!
>
> Thanks, Sally
>

Izzy Filippini

From: Izzy Filippini
Sent: Friday, June 28, 2024 10:55 AM
To: Izzy Filippini
Subject: FW: GSWA Board meeting June 21

From: Eric A. Inglis <EAI@spsk.com>
Sent: Friday, June 21, 2024 6:58 AM
To: Sally Rubin <srubin@greatswamp.org>
Subject: RE: GSWA Board meeting June 21

I vote yes on both.



Eric A. Inglis
Partner
Co-Chair, Litigation Department
Schenck, Price, Smith & King, LLP
220 Park Avenue | PO Box 991 | Florham Park, NJ 07932
T: 973-540-7347 F: 973-540-7300
[Email](#) | [Bio](#) | [V-card](#) | [Website](#)

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From: Sally Rubin <srubin@greatswamp.org>
Sent: Thursday, June 20, 2024 9:45 PM
To: Eric A. Inglis <EAI@spsk.com>
Subject: Re: GSWA Board meeting June 21

Ok but please remember to send your votes on the budget and line of credit. Thanks!

On Jun 20, 2024 9:15 PM, "Eric A. Inglis" <EAI@spsk.com> wrote:
Sorry but I have an early meeting that probably will not end in time for me to get there.



Eric A. Inglis
Partner
Schenck, Price, Smith & King, LLP
220 Park Avenue | PO Box 991 | Florham Park, NJ 07932
T: 973-540-7347 F: 973-540-7300
[Email](#) | [Bio](#) | [V-card](#) | [Website](#)

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- +1 253 205 0468 US

Meeting ID: 835 2035 6259

Passcode: 171778

Find your local number: <https://us06web.zoom.us/u/kcWz3MfZi0>

From: Stacey Valentine <SV Valentine@avelinolaw.com>

Sent: Sunday, June 16, 2024 2:28 PM

To: Sally Rubin <srubin@greatswamp.org>

Cc: Cristina Pedreira <CPedreira@avelinolaw.com>

Subject: RE: GSWA Board meeting June 21

We are leaving for vacation this day but I'd like to join via zoom – is that an option? If so will you send me the zoom link so Cristina can get it on my calendar?

From: Sally Rubin <srubin@greatswamp.org>

Sent: Friday, June 14, 2024 4:58 PM

To: charlie@charlieapt.com; charlie@sarabeth.com; reedauerbach@gmail.com; Kate Barry <caitlinkbarry@gmail.com>; lydchambers@msn.com; rdawson@Weichert.com; marilyn204@gmail.com; deefam1@gmail.com;

carolyn.dempsey@me.com; robert.hydejr@gmail.com; eai@spsk.com; rejones3@mac.com;
skessel@chathamprint.com; IMacallum@cannellspears.com; davidnaidu15@gmail.com;
adam.psichos@glenmede.com; David.robinson@rutgers.edu; dkstillinger@gmail.com; Stacey Valentine
<SV Valentine@avelinolaw.com>; cwagner071@gmail.com; meisha.williams@gmail.com;
brettmasonwilliamson@gmail.com; abbottkmr@gmail.com; tkachenbach@icloud.com; almeda.karlito@gmail.com;
debapru@gmail.com; astri23@optonline.net; lberkowi@aol.com; nbodalia@columbiabankonline.com;
Innishfad@gmail.com; ftcmkc2@comcast.net; gerryjo2000@gmail.com; bcurnin@oldemillinn.com;
andrew.delaney21@gmail.com; ADellaPelle@mrod.law; WDiehl@smgnj.com; Russell.Furnari@gmail.com;
sallyglick1@gmail.com; grayzel@verizon.net; pamelabharding168@gmail.com; judithhazlewood@gmail.com;
RJones@valley.com; janeakendall@att.net; Matt.Krauser@nmrk.com; teresadlane23@gmail.com; Neale7@aol.com;
guy.pischerchia@gmail.com; jrafalowski@savatree.com; fschultz@geiconsultants.com; carolyn@sharawayconsulting.com;
julia@njhighlandscoalition.org; lstevens951210@yahoo.com; fhstillinger@gmail.com; kitstinson@gmail.com;
gvlamis@eaglecliff.com

Cc: Wade Kirby <WKirby@greatswamp.org>; Sue Levine <slevine@greatswamp.org>; Valerie L Thorpe
<vthorpe@greatswamp.org>; Lynne Applebaum <lapplebaum@greatswamp.org>

Subject: GSWA Board meeting June 21

ATTENTION: This email was sent to AVELINO LAW from an *external source*. Please be extra careful when opening attachments or clicking links.

Hi everyone, attached please find the board materials for our in person board meeting next Friday, June 21, at 9AM. We really hope you can attend this meeting. If you are unable to, please be sure to email your vote on the budget, which has already been approved by the finance committee. Please also vote on the resolution for a new Line of Credit at Valley National Bank for \$500,000. This will replace a Line for \$350,000 which is expiring at Investors/Citizens Bank.

Advisory Council members, as always, you are invited to attend, but you are not required to!

I hope to see most of you next Friday. There is a possibility that we will need to relocate the meeting due to the exterior painting. I don't think we will be able to have the air conditioning in the windows while the painters are painting the trim. I will look into meeting at the Harding Library. Stay tuned!

Thanks, Sally

Izzy Filippini

From: Sally Rubin
Sent: Friday, June 21, 2024 11:54 AM
To: Izzy Filippini
Subject: FW: GSWA Board meeting June 21

From: Meisha.Williams <meisha.williams@gmail.com>
Sent: Friday, June 21, 2024 11:47 AM
To: Sally Rubin <srubin@greatswamp.org>
Subject: Re: GSWA Board meeting June 21

Oh; I approve the budget. My apologies. First half of July I'm flexible as long as we can meet at 11.45a.
Sent from my iPhone

On Jun 21, 2024, at 11:14 AM, Sally Rubin <srubin@greatswamp.org> wrote:

Hi Meisha, thanks. could you please also vote on the budget. thanks, Sally
Also, let me know when you can reschedule lunch with Val and me!

From: Reed Auerbach <reedauerbach@gmail.com>
Sent: Friday, June 21, 2024 9:50 AM
To: Sally Rubin <srubin@greatswamp.org>
Subject: Fwd: GSWA Board meeting June 21

Begin forwarded message:

From: "Meisha.Williams" <meisha.williams@gmail.com>
Date: June 21, 2024 at 2:10:01 PM GMT+2
To: Reed Auerbach <reedauerbach@gmail.com>
Subject: Re: GSWA Board meeting June 21

Sally,

I can't make today's meeting. I do approve the new bank with increased loan note.

I meant to call you earlier this week re: board financial commitment.

Best,

Meisha
Sent from my iPhone

On Jun 21, 2024, at 5:47 AM, Reed Auerbach
<reedauerbach@gmail.com> wrote:

I am traveling and six hours ahead and will not be able to attend today's historic meeting. I vote in favor of the policy David outlined and strongly support the give/get proposal to help put us on a sound financial footing as we head into a capital campaign. In recognition of that support, I gave an additional \$2500 to support the Chairman's Campaign.

I view this as a critical change in our policy as we move towards what promises to be an exciting future. Quite simply, the more we can fund as trustees the less dependent we are on the vagaries of the success of the Gala and MusicFest to ensure we can meet our mission. We have a broad tent and I'm supportive of a limited number of trustees who serve on the Board for their expertise. We need that input and diversity on the Board as well. We also should consider, for those who cannot meet the give/get requirement, if their appropriate role is on the Advisory Board or as a volunteer. One idea I think we should consider is giving out an award to our top volunteers to recognize the importance of volunteerism to support our mission. We can create a plaque listing the annual award winners to hang in our new home recognizing these outstanding volunteers.

Good luck today. Thanks, Reed

On Jun 14, 2024, at 11:41 PM, Sally Rubin
<srubin@greatswamp.org> wrote:

Hi everyone, one more doc with the following note from David:

Dear Board Members,

As you know, the Trusteeship Committee has been discussing for some time whether the organization should have a "give/get"

expectation for Board members. Please find attached an outline for some of those thoughts. We would appreciate everyone's input, suggested amendments, and then a vote. If you cannot make the next Board, please send your thoughts in advance. We truly want to hear from you."

Thanks and have a great weekend! Sally

From: Sally Rubin

Sent: Friday, June 14, 2024 4:58 PM

To: charlie@charlieapt.com; 'charlie@sarabeth.com' <charlie@sarabeth.com>; reedauerbach@gmail.com; reedauerbach@gmail.com; Kate Barry <caitlinkbarry@gmail.com>; lydchambers@msn.com; 'rdawson@Weichert.com' <rdawson@Weichert.com>; marilyn204@gmail.com; deefam1@gmail.com; carolyn.dempsey@me.com; robert.hydejr@gmail.com; eai@spsk.com; rejones3@mac.com; skessel@chathamprint.com; IMacallum@cannellspears.com; davidnaidu15@gmail.com; adam.psichos@glenmede.com; David.robinson@rutgers.edu; dkstillinger@gmail.com; SValentine@avelinolaw.com; cwagner071@gmail.com; 'meisha.williams@gmail.com' <meisha.williams@gmail.com>; brettmasonwilliamson@gmail.com; abbottkmr@gmail.com; 'tkachenbach@icloud.com' <tkachenbach@icloud.com>; almeda.karlito@gmail.com; debapru@gmail.com; astri23@optonline.net; lberkowi@aol.com; nbodalia@columbiabankonline.com; Innishfad@gmail.com; ftcmkc2@comcast.net; gerryjo2000@gmail.com; bcurnin@oldemillinn.com; andrew.delaney21@gmail.com; ADellaPelle@mrod.law; 'wdiehl@smgnj.com' <wdiehl@smgnj.com>; Russell.Furnari@gmail.com; sallyglick1@gmail.com; grayzel@verizon.net; pamelabharding168@gmail.com; judithhazlewood@gmail.com; RJones@valley.com; janeakendall@att.net; Matt.Krauser@nmrk.com; teresadlane23@gmail.com; Neale7@aol.com; guy.piserchia@gmail.com; 'jrafalowski@savatree.com' <jrafalowski@savatree.com>; fscultz@geiconsultants.com; 'Carolyn Sharaway' <carolyn@sharawayconsulting.com>; julia@njhighlandscoalition.org;

lstevens951210@yahoo.com; 'fhstillinger@gmail.com'
<fhstillinger@gmail.com>; kitstinson@gmail.com;
gvlamis@eaglecliff.com

Cc: Wade Kirby <WKirby@greatswamp.org>; Sue Levine
<slevine@greatswamp.org>; Valerie L Thorpe
<vthorpe@greatswamp.org>; Lynne Applebaum
<lapplebaum@greatswamp.org>

Subject: GSWA Board meeting June 21

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Thanks, Sally
<Board of Trustee Case for Support.docx>

Izzy Filippini

From: Ralph Jones <rejones3@mac.com>
Sent: Friday, June 28, 2024 1:18 PM
To: Izzy Filippini
Subject: Re: 6/21 Board Meeting Vote Reminder

I vote yes to both.
Ralph
Sent from my iPhone

On Jun 28, 2024, at 11:13 AM, Izzy Filippini <ifilippini@greatswamp.org> wrote:

Hi Ralph,

Hope this email finds you well.

Just a quick follow-up on your vote for the budget and the new line of credit resolution. As a reminder, the resolution for the new line of credit would mean a new \$500,000 option at Valley National Bank to replace the expiring \$350,000 line at Investors/Citizens Bank.

Please reply to this email to cast your vote at your earliest convenience. Thanks so much!

Izzy Filippini
Office Manager / Event Coordinator
Great Swamp Watershed Association
The Passaic River WATERKEEPER® ALLIANCE Affiliate
(973) 538-3500
greatswamp.org
<image001.png>

<image002.png>

<image003.jpg>

The Great Swamp Watershed Association protects and improves the health of the Passaic River through science, education, land preservation and stewardship, and advocacy. **WATCH OUR VIDEO!**

Izzy Filippini

From: Sally Rubin
Sent: Saturday, June 15, 2024 1:32 PM
To: Izzy Filippini
Cc: Sue Levine
Subject: FW: GSWA Board meeting June 21

Another vote on the budget. thanks.

From: Reed Auerbach <reedauerbach@gmail.com>
Sent: Friday, June 14, 2024 11:54 PM
To: Sally Rubin <srubin@greatswamp.org>
Subject: Re: GSWA Board meeting June 21

Sally, I vote to approve the budget and new line of credit as we discussed at the Finance Committee.

We will still be in Bordeaux next Friday and have a hectic schedule so wanted to get this to you. Regards,
Reed

On Jun 14, 2024, at 10:59 PM, Sally Rubin <srubin@greatswamp.org> wrote:

Hi everyone, attached please find the board materials for our in person board meeting next Friday, June 21, at 9AM. We really hope you can attend this meeting. If you are unable to, please be sure to email your vote on the budget, which has already been approved by the finance committee. Please also vote on the resolution for a new Line of Credit at Valley National Bank for \$500,000. This will replace a Line for \$350,000 which is expiring at Investors/Citizens Bank.

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Thanks, Sally
<Board Packet 06-21-24.pdf>