



Minutes of the Meeting of the Board of Directors  
Hudson River Sloop Clearwater, Inc.

**Virtual Meeting via Zoom**

**Wednesday, March 10, 2021 at 6:30pm**

**Board Members**

Peter Capek

Seth Davis

~~Jeff Domanski~~

Mitzi Elkes

Joan Gaylord

Neil Gordon, Treasurer

Scott Greathead

Allen Gutkin

Samantha Hicks, Executive Committee At Large

Gareth Hougham

Arthur Jones, Executive Committee At Large

~~Ashley Knox~~

Aaron Mair

Janine Napierkowski, Vice-President

Henry Neale, Executive Committee At Large

Jeremy Rainer

Gregory Simpson

Steve Stanne, President & Acting ED, Chair

Donna Stein

Rosemary Thomas

Sarah Underhill, Secretary

Greg Williams

Thomasina Winslow

~~(strike through indicates absence)~~

**Staff Members**

Hal Cohen

Mannajo Greene

Amali Knobloch

Meg Mayo

Nick Rogers

Matt Salton

Anita Vargas

**Members**

Susan Berliner

Victoria Christof

Allan Goldhammer

Betty Harkins

Maryellen Healy

Ben Kaminsky

James Malchow

Alan Thomas

Roy Volpe

Thomasina Winslow opened the meeting with “Here I Am, Oh Lord, Send Me” by Mississippi John Hurt

The Meeting was called to order at 6:35 pm

**Approval of Minutes**

Steve Stanne thanked Peter Capek for taking the minutes at the last meeting. MOTION to approve the Minutes of the February Board meeting TABLED to allow time for submission of any corrections.

**Acting Executive Director’s Report**

Steve thanked the planning committee, staff, board members actively involved, and everyone else who made the March 4th Virtual Gala a successful event.

#### Education/Sloop Department:

The season for in-person education programs will begin on 5/16, with groups at 50% of capacity [up to 25 passengers per sail] due to COVID 19 precautions. So far for the season, 22 sails have been requested, 12 education sails and 10 charters. Four Clearwater Connects virtual programs are also booked.

The first round of interviews for Program Director will start this coming week.

Board members are asked to continue to promote and share program announcements with their networks.

#### Environmental Action Department:

The NYS Public Service Commission [PSC] hearing on transfer of Indian Pt license to Holtec was held 2/23. Over 1600 public comments submitted, most in opposition, and many thanks to Clearwater outreach. EA held a virtual information session for those interested in submitting comments.

PSC has deemed the Danskammer Expansion application complete. Hearings will start 3/31. On 3/23 EA will hold a virtual information session for people interested in submitting comments.

Clearwater commented on Ashokan Reservoir releases of highly turbid water to the Lower Esopus Creek.

#### Webinar Series:

The National Women's Sailing Association, in collaboration with WomenWhoSail, will host a Women's History Month Special Edition of *She Sailor Sea Stories*, celebrating Clearwater's legacy of creating a community aboard for women to lead and be their most authentic selves. Two sessions, 3/22 and 3/29, will feature Captains Cate Cronin, Betsy Garthwaite, Cindy Smith, Gioia Blix, Sam Heyman-Hicks, and Amy Nelson.

#### River Quarry Park/Hudson Cliffs State Park:

Scenic Hudson, New York State Parks and the Palisades Interstate Park Commission are working together toward the goal of making this site the future Hudson Cliffs State Park. Scenic Hudson has asked for a sense of whether Clearwater would support its planning process for the park. Information about the park is available on the web and board members were given the link in weeks leading up to tonight's meeting encouraged to view. The executive committee is in favor of supporting Scenic Hudson.

Thomasina asked if the site would be suitable for Revival. That is unclear; the former Hutton brickyard just to the south has hosted major concerts.

Greg Williams asked whether a smaller group – the Environmental Action committee perhaps – could look closely at the proposal and develop a position. Henry Neil was open to the idea, and Peter Capek and others were supportive.

Steve stated that at this point only an informal sense of our position is necessary, not a formal statement.

Henry said that Clearwater has been supportive of preserving open space and should be so here, and that it's not likely that any specific questions about the project would be directed to us based on a statement of support but would rather go to Scenic Hudson.

Steve will communicate to Scenic Hudson that Clearwater is generally supportive of the project and would be willing to consider providing a formal statement of support in the future, to be generated from the Environmental Action committee.

#### Treasurer's Report

We currently have payroll through mid-April. Current plan is to have only one full-time captain on payroll rather than two. Current projection is that an On Board Educator will be added to payroll on 3/22 and full crew and Program Director will be added on 3/29, though the timing of their arrival could shift.

### Development Report

Meg Mayo reported that net revenue from the Gala was \$48,526, meeting the goal of \$40,000. As the event was virtual, expenses were low at \$2,624.

The next areas that Development will be focusing on are grants, Board “Give and Get,” and membership. Priorities will include donor cultivation, grant applications, highlighting EA action events as member/donor building opportunities, a membership drive, and working with the Revival Planning Committee to launch Revival and the Patron Fish campaign.

### Development Committee:

Rosemary Thomas reported that the committee’s focus will now shift from the Gala and grants to assisting Meg with the new Development priorities.

### Revival Planning Report:

Roy Volpe and Ben Kaminsky reported that the volunteer team is in place and working on the June virtual event. They are seeking sponsors including potential “year round” sponsors. The plan is for a 12 hour program with 70 artists and speakers. Some names in the lineup so far: Tom Chapin, Rick Nestler, Guy Davis, David Amram, Happy Traum, Livingston Taylor, Peter Yarrow, Tom Paxton, Holly Near, and Emma’s Revolution. The event will include an auction this year and the committee is seeking donations of auction items.

The budget for the event was discussed. Projected net revenue is \$62,300. Revenue from last year’s event, also virtual, was \$64,000, but with very minimal expenses. This year the committee is hoping to pay artists and a coordinator.

RESOLVED: That the board authorize Revival 2021 to go forward as a virtual event in accordance with the budget put forward at the board meeting of March 10, 2021 and attached to this resolution. In keeping with this budget, expenses are not to exceed \$22,700.

MOTION to accept this resolution made by Aaron Mair and seconded by Neil Gordon, and PASSED with one abstention.

The cited budget is appended to these minutes.

### Strategic Planning Committee:

Seth Davis, Janine Napierkowski, Sam Hicks, and Steve presented a slide deck describing the following set of priorities to be addressed in the strategic plan and examples of objectives/goals for doing so. They emphasized that Clearwater needs to focus, and then act, and that management issues flow under everything; doing better at those will address many of Clearwater’s issues.

- Emphasize and bolster the sloop and our education programs, which are Clearwater’s main assets and sources of strategic strength. This will optimize our capability to achieve our mission and realize our goals i.e., to inspire and educate the environmental leaders of tomorrow.
- Expand our environmental advocacy platform, by working in concert with our sloop and our educational programs, to strengthen environmental stewardship.
- Secure the resources Clearwater needs to become and remain fiscally stable, alleviating concerns about both our viability and our fiscal management.
- Integrate music, which is both central and unique to Clearwater, in sustainable ways that draw people to the Clearwater community, to help us carry forward both our mission and our heritage.
- Provide and promote opportunities for members of the Clearwater community and residents of the Hudson Valley (and beyond) to actively participate in our mission-driven work, programs, and events.
- Exhibit professionalism and discipline in rigorously adhering to management processes that

- promote organizational stability and accountability.
- Establish effective messaging of Clearwater mission and programs to the outside world.

Some board members asked how the priorities presented were new and different from those identified in the past. Steve replied that there were no surprises, but that pre-existing conclusions and necessary responses were broadly confirmed in a wealth of findings. Seth stated that we must focus, work together, and take action.

There were questions about next steps. More goals would be developed and woven into a narrative, differences of opinion would need to be reconciled, and a written plan submitted to the board for review and approval. Steve said that we were not twiddling our thumbs waiting for the strategic plan to be completed - that staff were already addressing some of the more definitive findings. The committee would also aim to share progress reports so that board members could see how the plan was shaping up.

Mannajo Greene pointed out that our mission should be clarified and disseminated, but that it not depart in major ways from the vision of the founders as embodied therein. Changing it in any major way would require going to Clearwater's members for approval.

Neil Gordon commented that, regarding reconciling divergent opinions and courses of action, their resolution did not have to be unanimous. The board should make decisions, those whose ideas didn't carry the day should accept the results, and we should move on.

Janine has accepted a new job and will resign from the committee due to increased demands on her time.

#### Nominating Committee:

Arthur Jones requested that Board members please fill out their annual evaluation forms. Nominees for the board are also sought by the July 1 deadline. It was noted that Nancy Cincotta and Bob Alpern have resigned from the board.

#### Planning and Governance Committee:

Annual Conflict of Interest forms will be circulated for everyone to sign. The whistleblower policy is being reviewed. This would update Policy 3 in the Standards of Conduct. Review of this policy and feedback on it are requested within the next three weeks.

#### Environmental Action Committee:

Henry Neil advises that the Danskammer issue is an important battle that we intend to wage and win.

#### Program Committee:

No report at this time.

#### Sloop Club Committee:

Donna Stein reports that she is doing outreach to Sloop Clubs about participating in the Ambassadors personal fundraising program, and arranging for Mannajo Greene to address the sloop clubs, perhaps at a congress of several clubs. The Beacon Sloop club is holding a "Haikootenanny" haiku writing event.

MOTION to adjourn made by Aaron Mair, seconded by Donna Stein and APPROVED UNANIMOUSLY.

The meeting was adjourned at 9:07 pm

Respectfully Submitted,  
Sarah Underhill, Secretary

Appendix – Revival Budget cited in resolution passed during the meeting.

BUDGET ITEM	FORECAST 2021		2020 Amount	
	AMOUNT HIGH	AMOUNT LOW		
<b>Revenue</b>				
Grants	\$10,000	\$0	\$0	
Patron Fish	\$25,000	\$15,000		
Donations (other)	\$75,000	\$50,000	\$50,752	2020 figure is from DonorPerfect
T-shirts	\$15,000	\$10,000	\$13,266	Bonfire
Sponsors	\$30,000	\$10,000		
Auction				
Ticket Sales				
<i>Total Revenue</i>	<i>\$155,000</i>	<i>\$85,000</i>	<i>\$64,017</i>	
<b>Expenses</b>				
Musician Fees	\$35,000	\$14,000		Assumptions: 70 musicians @\$200 each low, \$500 each high
Marketing (1)	\$4,000	\$1,100		
Production				
Equipment				
Software				
Text to Give				
T-shirt/Map Design	\$1,000	\$500		
Web Designer	\$1,500	\$500		
Digital Prod Manager	\$3,000	\$1,500		
Digital Storage	\$140	\$100		
Producer/Event Coordination	\$10,000	\$5,000		
<i>Total Expenses</i>	<i>\$54,640</i>	<i>\$22,700</i>	<i>\$0</i>	
<b>NET REVENUE</b>	<b>\$100,360</b>	<b>\$62,300</b>	<b>\$64,017</b>	