Minutes of the Meeting of the Board of Directors
Hudson River Sloop Clearwater, Inc.
Virtual Meeting via Zoom
Tuesday, September 9, 2025 at 7:00pm

Board Members
Sarah Armour
Peter Capek
~~Joshua Clyburn~~
~~Stuart Findlay~~
Joan Gaylord, Executive Comm. At Large
Peter Gregory
Neil Gordon, Executive Comm. At Large
Samantha Hicks, President
Gareth Hougham
Arthur Jones, Vice-President
Aaron Mair
Jillian Maresco
Jennifer McMillan
Tom Murphy, Treasurer
Liam Purvis
Jeremy Rainer
Dan Riesel
Larry Rothbart
Gabrielle Spielberg
Steve Stanne, Executive Comm. At Large
Adenike Bamgboye, Secretary
Sarah Underhill
Julia Wilson
(~~strike through~~ indicates absence)

Staff Members
Jen Benson
~~Erin Macchiaroli~~
~~Emily Marcet~~
Meg Mayo
David Toman, Executive Director

Members
~~Jeremy Baron~~

The meeting was called to order at 7:05 pm. The meeting began with a moment of silence for Alan Thomas, a dedicated volunteer who passed away. David noted Alan's significant and exceptional volunteer work showing great interests in Clearwater's operational needs and the great loss that this is to Clearwater. Board's condolences to Alan's wife, Rosemary Thomas.

Approval of Minutes

Motion to approve the 07/15/25 Board meeting minutes was brought by Aaron Mair and seconded by Tom Murphy. A revision was offered to strike two board members from the minutes (Sarah

Armour and Jeremy Rainer) who were absent from the meeting. Larry Rothbart and Tom Murphy moved the motion to approve the July 15 minutes with the edits. By a show of hands, Samantha confirmed the measure passed with a majority in favor and 2 abstentions.

Executive Director's Report

Operations & Administrative Updates

Folk Picnic Event Update

David shared details about the folk picnic event held on September 6th, which was a success. He encouraged board members to join next year.

Staffing Changes and Business Updates

David introduced new staff members Laura Freeman, Donor Relations Coordinator and Ella Agoos, Sales and Bookings Coordinator (Sept 22nd start). David updated board on transition to a new payroll system called Gusto by October, and ongoing plans for a retirement plan. He also presented key performance indicators from the business model plan, focusing on financial and program statistics.

Mid-Year Financial Performance Review

David presented a mid-year financial review (YTD through June), noting that while the organization is at a deficit of $33,000, ERTC (employee retention credit) funds arrived to mitigate the deficit.. He highlighted concerns about individual contributions and special events revenue that were lower than expected, while merchandise revenue exceeded expectations. David explained that the loss of the Portside dock in Brooklyn and necessary repairs significantly impacted program fees.. The organization is not meeting its charter revenue targets, with corporate charters specifically, underperforming. though charter volume is close to budget. Requests were repeated for a visual schedule to better track vessel availability and facilitate board charters and participation. Guidance to the 'Private Charter' page on the website was given.

Budget Challenges and Program Performance

The meeting focused on discussing budget challenges and program performance. David explained that while they are surviving on ERC money, there are significant issues with individual giving and program revenue. Julia suggested creating a visual schedule to better track available sales slots, which David confirmed they are working to implement in their data system. Samantha proposed holding a board retreat during the annual meeting to address these challenges, while also noting the need to differentiate between staff reductions and performance-based terminations when evaluating staffing issues. The discussion concluded with updates on various programs and partnerships.

KPIs, Fundraising, and Retreat Planning

David presented slides on KPI data and sailing season updates, noting that next season will be abbreviated. Samantha discussed charter opportunities and offered to help walk through the booking process. Meg provided a development update, highlighting fundraising challenges, particularly in individual contributions, but noted some positive aspects like increased membership revenue. Updates were given on advocacy efforts, including successful social media growth and ongoing work with organizations like Friends of the Clean Hudson. The group also discussed grant applications and corporate outreach efforts. Samantha reminded attendees about the annual

meeting and retreat, emphasizing the need for active participation and clear paths forward for both the group and individuals. Sarah Armour made a motion to adjourn into an executive session, seconded by Larry Rothbart.

The meeting was adjourned at 9:00 pm.

Respectfully Submitted,
Adenike Bamgboye, Secretary