



Delaware Highlands Conservancy

... a land trust working with landowners to conserve the natural and cultural heritage of the Upper Delaware River region.

Annual Board of Directors Meeting Minutes

October 18, 2023 at 5:30pm–7:30pm

Join Zoom Meeting: <https://us06web.zoom.us/j/82839680000>

Dial by your location +1 646 558 8656 US (New York); Meeting ID: 828 3968 0000

Present: Kevin Barber, Greg Belcamino, Michael Cann, Barbara Cuffe, Douglas Hayes, Sabry Mohideen, Mary Sue Sweeney Price, Jacqueline Sailer, David Satnick, Louise Washer, Marie Zwayer
Invited Guest: Eric Davis
Excused: Nancy Kiesendahl Bloch, Amy Erlwein, Marie Zwayer, Karen Lutz
Staff: Diane Rosencrance, Bethany Zarnowski, Samantha Mango

Motion made by Greg Belcamino and seconded by Scott Van Gorder to call the meeting to order. Motion carried.

President Remarks – Mary Sue Sweeney Price

Mary Sue Price opened the meeting and shared that it has been a strong year. Our pipeline of properties to be conserved is robust, and we hope next year will be a landmark year. The success of the Van Scott Nature Reserve and the programs offered is something to be enormously proud of, as well as the donation of a beautiful new pavilion from the Van Scott family. Our education programs are exactly what we had hoped for, and we are thrilled that the membership count is trending up. Our development events have also been well attended, and we have been notified that we will be receiving a \$300,000 bequest. As an accredited organization, we have met and exceeded industry standards. Mary Sue welcomed the board members who are officially being elected today, including Sabry Mohideen, Jacqueline Sailer, Louise Washer, and Karen Lutz, and thanked all the board members and staff for their ongoing efforts, enthusiasm, and scholarship.

Nominating Committee – David Satnick

Motion made by David Satnick and seconded by Greg Belcamino to elect Directors as follows:

Karen Lutz	(for first term beginning October 2023)
Sabry Mohideen	(for first term beginning October 2023)
Jacqueline Sailer	(for first term beginning October 2023)
Louise Washer	(for first term beginning October 2023)
David Satnick	(for second term beginning October 2023)
Marie Zwayer	(for second term beginning October 2023)

Motion carried.

Governance – David Satnick

Motion made by Greg Belcamino and seconded by Louise Washer to approve the Slate of Officers as follows:

President	Douglas Hayes
Vice President	Barbara Cuffe
Treasurer	Sabry Mohideen
Secretary	Michael Cann

Motion carried.

Motion made by Doug Hayes and seconded by Mike Cann to elect David Satnick Director at Large. Motion carried.

Motion made by Greg Belcamino and seconded by Jacqueline Sailer to elect the Finance Committee as follows:

Sabry Mohideen, Chair
Douglas Hayes

Barbara Cuffe
Michael Cann
David Satnick
Karen Lutz
Mary Sue Price

Motion carried.

Doug Hayes appointed the Committee Chairs as follows:

Executive	President: Douglas Hayes
Accreditation	Karen Lutz
Donor Development	Nancy Kiesendahl Bloch
Education & Outreach	Louise Washer
Eagle	Scott VanGorder
Facilities	Michael Cann
Finance	Sabry Mohideen
Governance	David Satnick
Nominating	David Satnick
Investment Advisory	Douglas Hayes
Land Management	Dave Steckel*
Land Protection	Barbara Cuffe
Legal	Jacqueline Sailer
Partnership	Karen Lutz
Personnel	Marie Zwayer
Risk Management	Greg Belcamino
Scholarship	Scott VanGorder

** indicates Chair is not on the Board of Directors*

Doug Hayes appointed Bethany Zarnowski as Assistant Secretary.

The board confirmed all accounts require one signature and authorized signatories for financial accounts as follows:

Vanguard –Douglas Hayes, Sabry Mohideen, Diane Rosencrance
Schwab –Douglas Hayes, Sabry Mohideen, Diane Rosencrance
Dime Bank (three accounts) –Douglas Hayes, Sabry Mohideen, Michael Cann, Diane Rosencrance
Vanguard 403b – Douglas Hayes, Sabry Mohideen, Diane Rosencrance

Motion made by Barbara Cuffe and seconded by Greg Belcamino to adopt Corporate Resolution 2023-01 Land Transaction Authorized Signatories. Motion carried.

Year in Review - Executive Director Comments

Diane Rosencrance shared that she has been with the organization for seven years as of September 1st. This year, we are fortunate to have added three new and one returning director. We hired a new staff member in May, Reserve & Facilities Coordinator Lucas Green. Steve Gosch was also hired as the Satnick Stewardship Intern and is staying on as a temporary employee through February. We round out our 9-person staff team with:

- Bethany Zarnowski, Communications and Development Director
- Trey Talley, Land Protection Senior Coordinator
- Kaylan Hubbard, Land Protection Coordinator
- Nicole DeCarolis, Stewardship Coordinator
- Samantha Mango, Donor Relations Coordinator
- Rachel Morrow, Education and Volunteer Coordinator

Diane shared the following on each program area:

Buildings & Grounds

- We opened the Van Scott Pavilion at the Van Scott Nature Reserve

- We continue to look for funding to build the Conservation Education Center through named gift opportunities and grant funding.

Land Protection

- We closed on 2 conservation easements in 2023:
 - Sometimes Brook ~ 47 acres in the Town of Highland, Sullivan County closed on June 27, 2023
 - Confluence Flats ~ 63 acres in Buckingham Township, Wayne County closed on May 31, 2023
- We anticipate closing on 3 conservation easements in 2024

Stewardship

- We have had a successful year of conservation easement monitoring—connecting to and engaging with more landowners during the property visits
- We have successfully defended the Mitchell Pond Brook CE, through litigation of the timber theft

Eagle/Education

- Our 2023 Eagle Watch was successful with 8 full bus trips and many visitors at the eagle blinds
- We are excited with the expanded education and engagement programs offered at the Van Scott Nature Reserve

Development/Fundraising

- We have expanded our donor events this year, offering a wider variety of opportunities

Partnership

- We continue to increase our Green Lodging Partners
- Thanks to our GL partners for increasing their contribution per stay from \$2 to \$3
- The Drinks for the Delaware program has been slow and we are looking to reinvigorate it in the remainder of 2023 and in 2024

Diane thanked our donors, volunteers, committee members, Board, and staff for everything you do to support conservation of our natural resources.

Conflict of Interest

None disclosed.

Updates by Committee:

Governance – David Satnick

Board members received the annual distribution of the Conflict of Interest and Ethics Policy and the Board Assessment Questionnaire. Committee chairs are asked to distribute copies of the Conflict of Interest policy to their committee members. Before the end of the year, the Conflict of Interest forms should be returned to Lucas Green at the Conservancy, and the Board Assessment Questionnaires should be returned to Diane.

Executive – Douglas Hayes

The board received the 2024 Board and Committee Meeting Schedule and the 2023-2024 Board and Committee member list. Doug commented that we have a robust list of active committees.

Donor Development – Nancy Kiesendahl Bloch & Bethany Zarnowski

Bethany reported that the 2023 summer appeal and has met its goal of raising \$30,000. The annual appeal will be mailed in mid-November with a goal of raising \$80,000. Membership numbers are overall trending upward. The most recent Taste of the Harvest event was successful; we had gross profits of approximately \$24,000; expenses of approximately \$14,000; for net proceeds of about \$10,000, which is close to the budgeted goal.

Partnership – Scott VanGorder

Scott reported that we have one new participant coming on to the program, Brookmill Cabin in Sullivan County, NY. We have several other potential partners in the pipeline. The total year-to-date income is approximately \$40,000, and we have not yet received the third quarter contributions.

Education and Eagle – Barbara Cuffe

Barbara shared a complete list of programs that have occurred this year and are planned for the rest of 2023. She thanked the board for the consideration and decision to hire the Education and Volunteer Coordinator. Additional projects that are planned for education include nature backpacks with learning tools to explore the Reserve and sensory bags that can be taken to schools and assisted living facilities to bring nature to them. Planning for the 2024 schedule has begun. Barbara reported on the Eagle Watch program as well, which began in December with 50 volunteers attending the training and continuing through January and February with eight guided bus tours and our volunteers serving as ambassadors for the Conservancy. We greatly appreciate their dedication in sharing their knowledge. These combined efforts in education and Eagle Watch brought over 2,000 visitors to our outreach and education programs.

Scholarship – Scott Van Gorder

Scott reported that the 2023 Vanessa Van Gorder Memorial Scholarship awarded to Bailey Tesseyman, a 2023 graduate of Sullivan West Central School who is now at SUNY Albany. Vanessa was honored again this year at the Fall Music Festival at Dorflinger Sanctuary. The scholarship fund is self-sustaining and we are hopeful that the Fall Music Festival will make another contribution.