

**CATSKILL WATERSHED CORPORATION**

**Annual Board of Directors Meeting**

**MINUTES**

**April 6, 2021 @ 1:00 p.m.**

**I. Call to Order**

**II. Pledge of Allegiance lead by Tina Molé**

**III. Roll Call of Directors**

**Members Present:**

James Eisel, Innes Kasanof, Arthur Merrill, Tina Molé, Richard Parete, Robert Pelham, James Sofranko, Anthony Van Glad, Thomas Snow, Allen Hinkley, David Warne (New York City DEP), Jeffrey Senterman, Joseph Cetta and Christopher Mathews.

**Members Excused:**

**Staff Members Present:** Samantha Costa, Timothy Cox, Jason Merwin, Alan Rosa, Sonia Martinez, Barbara Puglisi, Danyelle Greene, James Martin, and Cambria Tallman.

Staff Members present via Zoom: Mitchell Hull, John Jacobson, Kyle Faraci and Skylic Roberts.

**Others Present:** Dan Ruzow (Whiteman Osterman and Hanna) and Alicia Terry (*Town of Gilboa Supervisor*).

**Others Present via Zoom:**

Michael Triolo (*former CWC Board President*), Deborah DeWan (*former CWC Board member and representative for NYS Senator Metzger*), John Perry (*Town of Hurley Supervisor*), Diane Galusha (*former CWC Employee*, Bill Rudge (*Region 3 Natural Resources Supervisor*), Lisa Melville (*New York State DOS*), Paul Rush (*Deputy Commissioner, New York City DEP*), Sam Kandel and Arnaldo Setiwerert (*Small Business Development Center*), Henry Lamont (*Lamont Engineers*), Robert McLaughlin (*Whiteman Osterman & Hanna*), Jeffrey Baker (*Coalition of Watershed Towns*), John Schwartz (*New York City DEP*), Michael Meyer (*New York City DEP*), Michelle Yost (*Greene County Soil and Water District*), Thomas Stalter (*New York City DEP*), Marilyn Gelber, Hilary Metzger, Aaron Bennet (*Ulster County Dept of Environment*), Nicolas Sadler, and Jim Bogner.

William Federice (*Town of Conesville Supervisor*), Marilyn Gelber (*former NYC DEP Commissioner*), Michael Maloney and Patrick Palmer (*New York State DOH*), (*New York State DEC*), Thomas Stalter, Philip Eskeli, and and Joel Dubois and

*Tina Mole greeted everyone*

**IV. Staff Presentation of 2020 Accomplishments**

*Staff video of 2020 accomplishments prepared by Samantha Costa was presented to all attendees.*

## V. Board of Directors Election Results

*Anthony Van Glad, CWC Board Secretary, announced the election results for two director seats, one from Ulster and one from Schoharie County. Alicia Terry (Schoharie County), and Jim Sofranko (re-elected) (Ulster County). Mr. Van Glad congratulated the directors and invited them to take their seats.*

## VI. Election of Officers:

A motion to approve Resolution No. 4019 was made and signified by all.

April 6, 2021

### RESOLUTION NO. 4019

#### ELECT OFFICERS OF THE CATSKILL WATERSHED CORPORATION BOARD OF DIRECTORS

**WHEREAS**, Article IV, Section 1 of the by-laws of the Catskill Watershed Corporation (“CWC”) provide for the offices of President, Vice President, Secretary and Treasurer; and

**WHEREAS**, pursuant to CWC Resolution Number 2, the Board of Directors found it was in the interests of the CWC to establish the office of First Vice President and Second Vice President in order to provide for orderly conduct of the business of the Corporation; and

**WHEREAS**, by Resolution 3186, the CWC Board of Directors established the office of Third Vice-President to provide for the orderly conduct of business of the Corporation; and

**WHEREAS**, the Policy Committee recommends the Board elect the following officers: Tina Molé, President; Rich Parete, First Vice President; Innes Kasanof, Second Vice-President; Christopher Mathews, Third Vice-President; James Eisel, Treasurer; and Alicia Terry, Secretary.

**NOW, THEREFORE BE IT RESOLVED**, that the Board of Directors elect the following officers: Tina Molé, President; Rich Parete, First Vice President; Innes Kasanof, Second Vice-President; Christopher Mathews, Third Vice-President; James Eisel, Treasurer; and Alicia Terry, Secretary.

**NOW, THEREFORE BE IT FURTHER RESOLVED**, that the Officers shall serve and carry over until the 2022 Annual Meeting of Member Towns.

**Voice Vote, carried unanimously**

## VII. Farewell Tribute to Alan L. Rosa

**Jason**

Let me start by saying I am really and genuinely going to miss him. These last few months have been really bittersweet for me. I have been so proud to take over as the new Executive Director. I have worked really hard over the past few years to get here and as much as I was excited to count down until the day I was able to take over, there has been another part of me that has wanted time to slow down. I know he will not be far away and has offered more times than I can remember to be available any time he’s needed, but it just wont be the same around the office. Not just from a work, mentorship or political aspect, but as a friend. I’ve told him many times over the last few weeks that I think that is going to be the hardest part, just missing out on our friendly chats. I’m going to miss many of his quips and sayings. Certain classics such as “That man can talk a dog off a meat wagon”, or “That

**Merwin:**

educated fool couldn't pour piss out of a boot with the directions written on the bottom" or "what do I know I'm just a dumb old woodchuck from the Catskills". Well that old woodchuck has been right about a whole lot of things over the past 30 years. Alan is someone who just thinks differently. I don't know exactly how it all works up there but he just sees things different and is spot on more often than not.

Looking back at what Alan has accomplished over the years is amazing. He literally battled and won an unwinnable fight. It has always been difficult for me to put myself in his and the other MOA negotiators shoes. I can only see if from the outside but it must have been something being on the inside. Alan was not alone and he will always say that it took a lot of really good people, but his participation and leadership not only leading up to and during the MOA but also following through to ensure that the agreement remained strong has been unmatched. He has been passionate, engaged, principled and at times tenacious to protect the watershed communities and maintain the principles of the MOA.

What he has done to make CWC what it is today is incredible. The structure, the transparency, the programming and efficiency are just some of the attributes that highlight CWC's effectiveness. It has been a mission of Alan's to make CWC the model agency in the watershed. In my opinion, it is. He has never taken a dime of ratepayer's money for granted. He preaches the importance of local employees and how important it is that those involved in watershed matters, live in the Watershed. This building is just the last example of his push in this area. He stresses the importance of keeping staff lean and employees busy. He put together a well-oiled machine that continues to succeed in its mission. CWC has created countless jobs, improved community vitality and protected the water supply for half the population of New York.

I never met Perry Shelton but Alan has brought him up a lot lately. Alan hasn't come out and said it but I can see a bit where he sees mine and his relationship a bit like his and Perry's was 30 years earlier, only the roles reversed. He knows the value of sharing as much information and previous experiences as possible. I have tried to take in every word. We don't agree on everything but there is value in every statement. He tells me all the time, "slow down kiddo, look at the big picture", or "just hold on and stop and think about it for a minute." He has been a great mentor and I will take many of his lessons with me throughout my career.

One of those lessons was learned during a conference call that Alan, Tim and I were on a few months ago. Throughout the call, Alan sat quietly and allowed me to ask questions, make decisions and take the lead on the process. However, following the call he made a few comments, loudly. He made some points abundantly clear and instructed me to immediately call the party back to "revise" some of the decisions I had made about 2 minutes earlier. Nope, 0 for 2. After hanging up, he still was not satisfied and instructed me to call back a third time for one more point of clarity. That was an interesting series of calls but his point was made. Now I try to get everything right on the first call.

I provided this example yes to provide a little humor, but what it really shows is that Alan still cares. A lot. His passion and advocacy remain strong to this day. This is personal to him and I want him to know that I take that passion and determination seriously. We all should. It is the least we can do for Alan is to continue working with at least a fraction of the drive he has had all these years to make the watershed as strong and prosperous as possible. I wish Alan the best. He deserves this retirement. He deserves some peace. He deserves some time in the woods. Thank you, Alan for everything you have done.

### **Tina Mole:**

I wanted to take a moment to pay tribute to the legacy of Alan Rosa. For those of you that may not know Alan has played an integral part of Watershed Negotiations, programming and future planning since the very beginning of West of Hudson grass roots uprising in the early 90's. Alan was the town of Middletown Supervisor and member of the Delaware County Board of Supervisors at that time. When NYC began passing sweeping rules and regulations to limit development and growth in the upstate watershed, Alan saw a potential long-term impact to the communities and their abilities to remain vibrant and financial sustainable places. As a lifelong resident to the region and a supervisor for one of the towns most impacted by the loss of lands and hamlets to the Pepacton Reservoir. He was keenly aware of the animosity between the upstate and downstate stakeholders that awareness and understanding made him a natural leader in the fight for equality in the Watershed. He dedicated his time and energy to proving through science and common sense that the need to keep the watershed communities vibrant was essential to good stewardship and water quality. Through the combining effort of the Catskill Watershed Towns and the experts that they engage the Memorandum of Agreement of created and programs were developed

to assist the dismissal. The CWC was formed to manage them, and Alan agreed to lead that effort. For the past 25 years he has led the CWC as the programs developed, funding was negotiated, and projects were implemented to serve in the best interest of water quality and community sustainability. All of these programs are outlined in the MOA and detailed in the numerous Filtration Avoidance Determinations and water supply grants passing his tenure. Alan has been a respected and valued negotiator to both New York City DEP and the Upstate watershed communities in the development of these upstate communities and the development of each of these new documents.

Alan has dedicated his career to the betterment of the West of Hudson Watershed. Never backing down from a fight and never wavering his belief that was the best course to meet the needs of all. Many of the existing CWC programs as well as programs administered through WAC and Soil and Water Stream Programs have risen in the work that was done in the early days of CWC's existence. Alan has personally shepherded the development and construction of 22 municipal sewer systems countless private septic replacements and the development of the stormwater retrofit program for communities and businesses in the Watershed. He was on the forefront to providing funds for businesses to rebuild our main streets and tax base after the floods of 2006 and 2011. He also proved through the creation of partnerships that science-based programming was the answer to ensuring both water quality and community sustainability. He's been a leader, a fighter, a mentor, and a friend. I speak for all of us when I say we wish Alan the best as he retires. We are committed to continuing Alan's mission and continue the efforts to make the West of Hudson Watershed an international example of how a living watershed can be both a clean source of water and a home to vibrant and sustainable communities. Thank you Alan for 25 plus years of commitment, dedication and passion. We are all in a better place today because of you, Thank you.

**Timothy**

**Cox:**

I would like to recognize Alan Rosa for a few minutes.

Most of you know Alan is a Catskillian in the deepest sense of the word. Over 300 years of Rosa's are buried in local cemeteries here in Arkville and Margaretville. A culture and community starts with people, and there's always been Rosa's in Arkville, and cousins everywhere. Alan learned every inch of the woods from his Dad Lester who was a local forest ranger.

Back in 1990, a young Alan Rosa was just elected Town Supervisor here in Middletown. His platform at the time was simple – the prior supervisor did a town wide revaluation that raised taxes. Alan promised everyone he wasn't the current supervisor in disguise but rather a local small businessman with some new ideas. After convincing all his relatives to vote for him, Alan was resoundingly elected.

In his first year in office, New York City DEP proposed a set of regulations to avoid having to build a multi billion dollar filtration plant. Eminent domain was proposed. This time to get land for watershed protection. Most of you know what happened next. Alan led the response – it was a pretty simple one:

NOT THIS TIME

Delaware County lost communities to three separate reservoirs – the last one just thirty years prior. Alan's own grandmother had to be moved two times - first out of Arena and then out of Cannonsville to make way for NYC Water. NOT THIS TIME He knew personally the hurt of condemnation and the lasting scars it can do to families and communities. NOT THIS TIME. That hurt, that anger, that resentment had to be avoided at all costs. That cry bonded the towns in Delaware County and beyond like no other. It unites all us today.

But Alan also knew a separate lesson – one that has guided him throughout the years since and could honestly guide some elected officials today.

It's easy to be mad.

It's harder to solve a problem.

It's easy to yell, it's easy to draw a line in the sand, it's easy to get up from the table and storm out of the room.

It's easy to yell about NYC – especially during an election year

It's much harder to reach across the table, ask to partner, and solve the problem coming up with a solution that works.

That hard work is where Alan excelled.

The result of that work is the 1997 Watershed Agreement. Twenty-four years later, it continues to serve as the basis for all we do. I refer to the copy on my desk daily. And don't believe anyone who says it's not relevant anymore. As CWC's lawyer I can tell you it is, and legally binds us all to this day

What many don't know about the 1997 agreement is not only the work in writing the words and the programs that are continue to be managed by CWC , but the work to educate and convince the towns to actually approve it. The uncountable number of dinners that Alan missed with his wife and kids, the evening meetings with not only town boards, but every political group you could think of, including many hard headed locals who had (and still have) trouble moving past being mad.

When the Watershed MOA was finished and signed, Alan did exactly what he worked so hard to put together –he came to the CWC Board where he was promptly elected as our first president. When the executive director left after one year, he again answered the call – this time from Albany that told him to put his name in – that too many people and elected officials put their time in for CWC to fail. Those dinners with Debbie would have to wait just a little longer.

For the next 24 years, he's been the captain.

Having been “in the room where it happens” next to Alan for almost twenty years,– opening up City lands to recreational uses, the first nursing home drug takeback program in the Country, the first recovery grants and checks to businesses ravaged by hurricane Irene, 13 successful and underbudget community wastewater projects, a \$48 million dollar sewer project in Shokan in design now, 6000 septic systems repaired or replaced. All of these had partners. All these successes have a lot of numerators, but all have one common demoninator Alan Rosa – working hard through CWC to solve a problem. The one thing Alan instilled in all of us was –“Let them take credit, I'll hold their coat”

But I remember one time when we did get noticed.

The Albany Times Union did a story in December, 2011 about Hurricane Irene recovery here in the Catskills that still makes me chuckle. The newspaper was looking at who got disaster relief checks – almost no one – **ALMOST** CWC started getting checks out just weeks after Irene devastated communities. The Times Union reporter took notice,that in Prattsville in November, 2011 CWC was still the only one to have delivered checks. The reporter then had the problem of explaining CWC to Albany readers. Let me read it to you

### **Soaked a second time**

#### **Assistance has been slow in coming for victims of storms by Rick Karlin**

But despite a veritable boatload of state and local programs that have been announced to help homeowners and small business operators rebuild their lives, [Beth Ballard](#) has so far gotten cash in hand from just one relatively obscure organization – an entity connected more to New York City than to state government.

“They are the only ones.” Ballard said of the Catskill Watershed Corporation, which delivered a \$20,000 grant to help restore her business, Beth's Café.

While officials from Greene County as well as the various state agencies are also promising funds, she has yet to even receive all the needed paperwork for some grant requests.

#### **“One relatively obscure organization”**

Good work, quiet work, God's work

He's never asked for the spotlight, never asked for a thank you or recognition but it's time for just a little of both.

On behalf of the staff of the Catskill Watershed Corporation – thank you Alan. Thank you for the years, thank Debbie for the missed dinners. Thank you for allowing me to ride shotgun across closed bridges in the middle of the woods. This career I and we have are thanks to you. The Catskills owe you a debt of gratitude.

**Barbara Puglisi:**

23 years is a long time to work for someone; you are respected as a boss and considered a friend. Thank you for being such a great leader to us. You inspired us, encouraged us, and gave us direction. You will be missed. Congratulations and I wish you and Debbie much good health for a long and joyous retirement.

**Dan Ruzow:**

Alan, as on one the many attorneys who has served you and your corporation over the years and your predecessors and Watershed towns, I see my former colleague Mr. Baker on the screen, you have been an interesting client. You call yourself a woodchuck but I never realized how much sense a woodchuck had until I met you and what you give to a lawyer that serves you is non just direction but your ears. You have one of those as clients go, it's nice to have a client that will at least listen to your advice. It's nice to work with people who will at least give you the time of day and allow you to be council. It's been one of the more rewarding things in the 30 years that I have known you and have been working with you. We can have a conversation, we can disagree, were still friends, and were still colleagues. We still serve each other's needs in the context of a lawyer client relationship and it's been a very rewarding 30 years for me. That trout pin on your collar is reminiscent of a gift I know I had given you in the past in the zoono tradition that you make fetishes of Animals is that they have meaning. The creation of a fetish derives from a rock, a shell or something like that and carvers always say that the image falls from the stone itself or medium; a trout is recognized as a purifier, it's a character but it's a purifier of water and your understanding of the water and the need to look at the science was always a part of our discussions; Jeff you will remember this as well, in New York City was we need to focus on not the politics, not the politics of land acquisition but the science of protecting water. You've always been a person of that, and we all appreciate it. One thing that I do look forward to on your retirement, and you may recall this when I first met you years ago you used to be my source of trout. When we came to a meeting at least once a month I would get a package of frozen trout that I would then take home thaw out and smoke and I would eventually bring back some smoked trout. It worked for a while until you became president of CWC and you had few opportunities. So I am very much looking forward to you going out into the woods. And I'll certainly trade you for some cake anytime. *"deal" said Alan.* All of you that know, who have worked with Alan, there is a consistency in his approach to his mission that is recognizable by everyone that I have spoken to agrees, he will discuss things with you, he will listen, but it's the listening part that is the most important thing and the lesson that you and staff and others will benefit from. None of us have the answers but together when we work with each other and listen to each other it's more power than imaginable to solve almost any problem. And for that I thank you and look forward to the next phase of our life together.

**Jim Eisel:**

I guess Alan and I are the oldest here. We go back quite a ways. I can remember us being over at the other office, no furniture, no desks and we would have community meetings in a circle of chairs and try to develop policy. And I guess the other thing I will always remember was when Bobby Kennedy got permission from Mario Cuomo to put up these terrible signs about turning in your neighbor, so you arranged a meeting and we went down and walked into a room of all the department heads of state. To make a long story short it didn't go well, Alan and I looked at each other and said we are out of here. We got out of there and Bobby Kennedy came out and we got the signs down. I'll always remember you for that. That was quite a historic day for me. I guess I'll just end with what an accomplishment from that building over there to this here, and on behalf of all the people in the watershed, we are going to miss you. Enjoy retirement, you're going to be busier than hell let me tell you. Thank you for all that you have done for all of the watershed towns.

**Rich Parete:**

I just want to thank Alan; I have always been in awe of his leadership and his staff and how everybody just rises to a certain level to work for you. You really in my 20 years of being an elected office, you're first person that I met who reached a goal that we all strive to do and that is to leave our community or organization in better shape when

we leave it then we found it or got there and it's clear Alan than you have done that. You've hit a level that we all strive to hit in our careers and I want to thank you and so Thanks!

**Deb Dewan:**

It's an honor to be here today and echo what has been shared today. I just want to say Alan there are rare opportunities in one's life to encounter someone who embodies so many qualities and doesn't mind displaying them all. Sense of humor sense of irony, leadership, humility, grit and grind. In other words the full spectrum human being, I have known you to be for all these decades now. Someone who persistently stands up for their beliefs and values for people and place including the environment and cares deeply for them all. Your beliefs and actions are rooted clearly through your love of the people and the land of the Catskills. In all the years I have known you I've seen emotions on display. I first came upon Alan in 1991, I was working on my Masters Thesis in Arkville and Alan was the Supervisor of Middletown and all of a sudden the watershed took over and the battle royal took over everything and Alan headed up the Coalition of Watershed Towns with Perry Shelton which he helped start. In those earliest days in the battle over the watershed I watched and experienced as Alan as he came to experience and understand and interact with a wild circle as I did too. As we both had the opportunity to see the process through endless hours of negotiations the MOU, and spent endless more hours of negotiations and MOA then the CWC then took his leadership skills further serving as its Executive Director. Shepherding CWC to its new digs, new institutional heights, and international recognition. And I would remise if I didn't mention Perry Shelton who I know if very dear in Alans heart. From the beginning of the coalition they made a great team and together helped shape solutions for the Catskills and NYC with all parties that will last for generations. From Bobby Kennedy to Marilyn Gelber to George Pataki, from governors to legions of lawyers to commissioners and advocates of all political persuasions; Alan showed his political astuteness and his strategic skills. Alan is someone who does not fool, you can always count on his word. Though you might not always like the position he took. He grew to expand and no one in my experience no one garners the respect the way Alan does from the environmental community. His quick mind its large capacity and large heart. With the ability to hold many ideas and facts, the ability to work through problems with people holding an array of opinions while not holding back on his own. So, I thank you Alan personally I am very grateful for having the opportunity to go through those tough years and the really busy years building from the ground up this incredible organization and now that your retired from the CWC and you've logged in to many hours to count, on behalf of the people upstate and downstate here's my wish for you my friend. May you log many hours and years doing the things you love best, Hunting, Fishing, Being out in the Catskills and yeah sometimes the Adirondacks. And many more for you. But my burning question for you today, Alan, did you catch any trout last week? Thank you.

**Jeff Baker:**

Thank you, Tina, thank you everybody for having us here. I don't have much more to say than what was well said by everyone before by Dan, Jason, Tina, Tim. I do, some of the original days I met Alan just about 30 years ago this month or last month when the coalition was first formed as he helped organize it. By convening a meeting of supervisors at the Margaretville Central School. And then coalition was formed shortly afterwards. We started meeting at was then the Town Hall on main street Margaretville. And actually Alan wasn't on the executive committee the coalition when it first started, he was too young. He had to sit on a stool on the side in his office as we met around the table. But he early on he was one of the founders and forces in the coalition and as Dan says he was a great client he listened to us but he provided us with the guidance that we needed and he was the touch stone and this is not going to be a shock to people there, some of the politics in the Catskills can get cantankerous and certainly at the time, the early 90's communications through the towns especially the counties was not very well developed almost nonexistent. And so we had to spend a lot of the time keeping the Coalition together. Spent half the time fighting NYC and half the time keeping the Coalition together. And Alan was the voice of reason, and he provided us a voice of reason and a good sounding board of what was important and how to address the issues and of course how to deal with NYC. Alan I couldn't have imagined while doing this at the time the success that has happened, the fact that you are sitting in that beautiful building is a testament to what has been achieved. None of us could have imagined at the time. The CWC existed for at least the first 6 months in my brief case as we traveled back and forth from NYC negotiating the final MOA and the contract. Eventually when we signed the MOA and picking up a letter of credit for I think about 60 million dollars from NYC. And that started the ball rolling, and we

got the, Alan started you know overseeing the contracts. He wasn't the first executive director but it was obvious he would be an executive direct, he was a perfect fit and it's been wonderful what has been accomplished what has been done. I wish you the best Alan, it's been a privilege knowing you, working with you. I hope continue as we continue with the issues of the watershed, I'm very please to keep working Jason and Tim and all the great staff of the CWC.

**Marilyn Gelber:**

I just want to add my good wishes to what everyone has said about Alan. Meeting him was an extraordinary blessing if you will, when I was commissioner in 1994. When you're in government you rarely meet somebody who is strong and smart but who has humility. The team of Alan Rosa and Perry Shelton, the two of them together, there were other people there but the two of them together understood the importance of coming to agreement with NYC. It made NYC understand the importance of coming to an agreement with watershed communities that were not on two sides but rather the two of us together can achieve great things. And you know when an agreement is written lots of people with take vows and all of that is great but the hard work comes afterwards. How will you sustain it over time and Alan has done an extraordinary job of working with all of you folks to really make sure that this is not just a piece of paper that this is a piece of paper with an awful lot of meaning and you know Alan I'm just grateful to you for all you've taught me about Trout fishing, about the importance of being there for the community and I just want to personally express my gratitude to you on behalf of me and maybe everybody here in NYC because we wouldn't be drinking clean water if you had not put in the work and time, and again you understood the importance, you know, someone had said it's easy to pick up the gun its no so easy to put it down, well you understood from the beginning of the negotiating and coming to agreement. So again, personally just want to thank you for your friendship and your support, I want to thank you and to wish you well moving forward we all owe you a debt of gratitude and I just feel so wonderful that I was able to meet you all those years ago. Thank you Alan

**Paul Rush:**

Alan, Thank you for your service, I have had the privilege of being involved in the watershed directly and worked with CWC and working with you for about the past 15 years. In our candid conversations we've had one on one from time to time, you've gotten some calls from me and at times you've given me that call that starts out with Paul we need to discuss something and something that I have learned from you is you are a person that can be trusted and I hope you feel the same about me, but its not about individuals. When organizations trust one another you really need people of integrity working together. And you are a person of integrity, you built an organization that with the work you've done is going to carry forward with Jason and with the Board the way you work with them and how important that relationship is. On our end with the city its something we've worked for as well and I think we have improved the level of trust between the two organizations over time and when there are points of conflict you've never been shy to pick up the phone and have direct conversation. I'm sure that's going to continue and I really want to thank you for what you've done for the water supply of the city and the people of the Catskills. Thank you

**Mike Triolo:**

I met Alan in October or November of 2002 and when I interviewed to work there and after that meeting I said to myself you know this is the place to go to end your career and I was right. Alan was the boss that gave everybody the opportunity to do their thing and do it correctly, he wasn't a micromanager, if you made a mistake he said "hey you made a mistake fix it" and I think I appreciated that. I heard everybody today say he was a great leader, he's up in my view as a great leader, his humanity was outstanding. He had empathy for people, he wanted to know how your family was, and that's different from where I used to work at a big bank where your just cog and all the people wanted glory, and all the other people did all the work. So I want to thank Alan for what he's done for the region he's a great boss he has a strong leadership ability he's selected great people and I was proud to work there for 9 years and be president for another 8. I think Alan legacy of a great organization and now it's up to the Board of directors to keep it that way. Thank you Alan, I'll be seeing you soon.



## **VIII. SBDC Presentation: Arnaldo Schwerert:**

Good afternoon folks, my name is Arnaldo Schwerert I am the regional director of the Small Business Development Center here in the Hudson Region. Thank you for the invitation to be here in this very special and significant Board Meeting. For over two decades the Catskill Watershed Corporation and the Mid Hudson Small Business Development Center have worked together as a team to support entrepreneurship and small business in the region and that wonderful partnership has helped get close to ¾'s of a billion dollars of economic impact in our regional economy. It has also saved more than 20,000 mid Hudson jobs. More recently that partnership has raised though the challenges of covid as it did through the super storm Sandy and the 911 attack. Through good times and bad our partnership has had an amazing track record with the business community. We wish to recognize by presenting this certificate of appreciation to the CWC in celebration of the 2021 National SBDC Day. Now I will ask Sam Kandell our lead council at the CWC for the last 19 years to make the presentation.

Sam Kandell:

First of all before I read this plaque I would just like to say thank you to all I've worked with over the years at the CWC. I am quietly there in the background but I have been there for a long time whenever I used to walk into the building Alan would be sitting in his office and he always looked so calm, it always made me feel very calm. I'm sure that was not always the case Alan. But I appreciate the support that's been shown to our organization over the years and the personal support that I've gotten from the people that I work with out there, I can say that I've lived on the Catskills for 40 years but the 19 years that I have been driving back and forth from West Hurley to the CWC has taken the City boy out of me and turned me right into a country boy. So I'm 150% support of everything you do I am in awe of the people that work there. I feel like I am a small part of a very big and not dysfunctional but very functional family. I want to wish Alan the best of luck, we never talked much over the years, but I knew you were there in support of what we do, I also want to wish Jason a lot of luck. When he started there, he was just a child and he's still a child he is a smart kid and I think the CWC is in good hand now that he has the reins. So, I will read this plaque, it says in recognition of unwavering commitment to small business in the Catskill Watershed Region the Mid-Hudson Small Business Development Center in the Spirit of partnership, cooperation and friendship presents this Certificate of Recognition to the Catskill Watershed Corporation. I hope our relationship continues, I'm not retiring soon but hopefully that relation goes on forever and ever. There is nothing more gratifying than driving by somebody in this region that has been successful and is still there after 15 years and to know that we have done our best to help them be successful. Sometimes that's funding from the CWC sometimes it's just the fact that we gave them good advice so. That's all I have to say and again good luck Alan, and Jason if I walk by your office I hope to see you calm as well, good luck.

Arnaldo Schwerert:

Thanks Sam I want to announce in celebration of this announcement we will be donating a set of SBDC manuals published by the State Network on various topics dealing with small business we are making this donation to the Fair View Library in Margaretville, and these books are being presented in the name of both our institutions for our commitment in small business growth in the area. Sincerely Thanking the CWC staff particularly a shout out to Barbara Puglisi and here staff who are fantastic and continue to be fantastic. I want to thank the Board and their leadership for the support of Puglisi and sharing the values of wanting to work with the community. I can say without a doubt that we have made a difference in the community and economic development. On behalf of all of the staff of the Mid-Hudson Center we want to say thank you and look forward to working with Jason. Thank you.

## **IX. Open Floor: Questions and Comments from Member Towns and participants:**

**Tina:**

I just would like to end this, a lot of people have thanked Alan and wished him well. I would just like to on behalf of the board thank the employees at the CWC. It's hard to sit the boss's chair but it sure makes it a lot easier when you surround yourself with good people and that is exactly what Alan has done. I've told

him for the last several months that he really had a vision of looking into the future when he brought it to the board of directors to have Jason shadow him for the last few years, I think that has been time well spent and better for the organization. The employees are really what makes the organization we can't do it without you, thank you very much and thank you Alan.

**Jason:**

Can I just second that as well we saw the video but we didn't really acknowledge the job the staff has done, it's been a really challenging year. Everyone knows that, but our staff has really excelled this year. We've been in the office, we've been shut down, we've done flip flopping days, and not only did they excel and perform well but it's been one of our more productive years so they really do deserve acknowledgement with everything they have gone through this year they have done a great job.

**X. Adjournment at 2:10 PM**