



**Rose Kennedy Greenway Board of Directors Meeting
Tuesday, September 21, 2021 – 5:30 pm**

Meeting Minutes

This meeting was available by Zoom conferencing due to suspension of the provision of the Open Meeting Law requiring an in-person quorum by an order signed by Governor Charles Baker on March 12, 2020 due to COVID-19.

Board Members Present: Matt Conti, Conor Finley, Rosalind Gorin, Kirsten Hoffman, Doug Husid, Deniz Johnson, Karen Johnson, Rebecca Lee, Linda See, John Shea, Kim Sherman Stamler, Brad Snyder, Dave Wilkinson, Susanne Lavoie, Carmine Guarino

Board Members Not Present: Tom O'Brien, Alli Achtmeyer, Yvonne Garcia, Robertstone Goodridge

Conservancy Staff Present: Alan Auger, Keelin Caldwell, Chris Cook, Tracey Cooke,, David Dalena, Rebecca McKevez, Eileen Ong, Alex Rogers Pittman, Bob Stigberg, Talia Aronson, Lanie Kropp, Audrey Lopez, Rachel Lake

Invited Guests Present: Kate Fichter, Gwen Hadden

Members of the Public Present: N/A

Open Session

Greenway Board Chair Doug Husid called the meeting to order in Open Session with a quorum present via Zoom at 5:35pm.

1. Husid called for a motion to approve the minutes from the May 11, 2021 meeting of the Board of Directors. **Upon a motion made by Karen Johnson and seconded by Rebecca Lee, the minutes were unanimously approved.**
2. Executive Director Chris Cook announced the new Director of Horticulture hire, Abigale Parker. Cook thanked Director of Maintenance and Capital, Bob Stigberg for his efforts leading the Horticulture department these past months. Stigberg thanked the entire horticulture team.

3. Cook introduced Audrey Lopez, the new Public Art Curator. Lopez gave an overview of her background and vision for The Greenway's public art program.
4. Cook introduced Investment Committee Chair Karen Johnson to talk about the Investment RFP. Johnson informed the Board that the Investment Committee is releasing an RFP for an investment advisor for the Conservancy's endowment and reserve investment accounts. Johnson introduced Investment Committee member Matt Conti. Conti explained that the Conservancy has just over half its investment funds with investment manager, TIFF, the rest reside with Fidelity. He explained that the Conservancy hopes to find overall management with an improved fee structure and consolidated reporting under a new advisor, both of which are current areas of concern. The Conservancy is looking to hire a Registered Investment Advisor to advise the Conservancy in creating a coherent investment strategy and in selecting investment managers, including socially responsible investments (SRIs) for its endowment and other funds. Mr. Finley inquired if there is a ball-park number in savings the committee is looking for in this switch. Conti replied, approximately 200 basis points. Conti informed the Board that Committee advisor, Geoff Hargadon will be exiting the Committee and asked the Board to refer any potential replacements. The Committee thanked Hargadon for all his great work and years of service on the Committee.
5. Director of Maintenance and Capital, Bob Stigberg, presented several capital improvement projects. The North Meadow capital project has experienced delays due to challenges getting potable water to the site. There will be additional construction challenges due to the uniqueness of the site. Board members inquired about project costs, incremental operating costs, and fundraising initiatives for the project. Lee inquired as to whether it is the intention of MassDOT to lease the Reggie Wong park to a non-profit and noted that MassDOT has not conducted a public process. Stigberg moved on to the Chin Park Lighting Enhancements capital project. Stigberg presented the proposed lighting installations in Mary Soo Hoo, Chin Park Plaza, the Serpentine Path and Essex St. Corner. Lee inquired about the adjustability of the lights and requested a user guide. Stigberg gave an overview of the project timeline and thanked Capital Projects Manager, Rebecca McKevez for her work on these projects. Husid called for a motion to enter into a contract for \$911,880 with NELM Corp. for the Chin Park Lighting Enhancements. **Upon a motion made by Brad Snyder and seconded by Matt Conti, the motion to enter into a contract for \$911,880 with NELM Corp for the Chin Park Lighting Enhancements was unanimously approved.** *Fletcher left the meeting at 6:30.*
6. Cook introduced Gwen Cochran Hadden, DEI Consultant for The Conservancy. Hadden gave a presentation reviewing her DEI work with The Greenway. Hadden began by conducting an assessment with Conservancy staff and recommending DEI action steps. Hadden worked with the Leadership team, different Conservancy departments, and the Board to provide support, and create and modify certain policies. Hadden held workshops with Conservancy staff on the fundamentals of DEI, unconscious bias, generational differences and sexism, and best practices in inclusive hiring. At the request of the staff, Hadden facilitated additional discussions around the death of George Floyd, current racial discourse, green space inequities, learning to be racially literate, current events and their impact on race relations, racism and violence against Asian Americans and Pacific Islanders, and being allies for the LGBTQ+ community. Hadden noted the challenges of

the pandemic and vacancies in Conservancy staff. Moving forward, Hadden will conduct a second staff assessment, and additional training for staff and the Board. Cook thanked Hadden and expressed to the Board that he expects to be held accountable over the success of the Conservancy's DEI initiatives and instilled practices over the coming years. Johnson asked Hadden what her top 1-2 concerns are and how the Board can best move forward in terms of interacting with staff and key stakeholders. Hadden replied that her main concern is helping those to feel comfortable around each other again after pandemic stressors and that the Conservancy is very understaffed. Hadden added that the Conservancy needs better outreach to help young people know there are opportunities to have internships at The Greenway and that staff salaries need to be raised. Finley inquired about budget allocation towards DEI.

7. Cook introduced Director of Finance and Administration, Tracey Cooke, to present the mid-year budget update. Cooke highlighted that despite the strong federal support in 2021 and earned income outperforming against the 2021 budget, the Conservancy is still under where they would have been in 2019 at this time. Cooke explained that due to tremendous turnover, the Conservancy saw savings in staff salaries. Husid added that the Conservancy did not have to dip into reserve due to a lot of hard work by staff. Cooke gave a preview of the 2022 budget noting that there is an expected deficit due to lack of federal funding opportunities in 2022. There were no questions.
8. Cook introduced Director of Development, Alex Rogers Pittman to give a development update. Pittman gave an update on capital fundraising initiatives and success. Pittman informed the Board that Gala and Glow are both on for 2022. Pittman noted the timeline for the Gala and ways the Board can help.
9. Cook informed the Board of the new Greenway Program: Rediscover The Greenway, and noted that the Director of Programs and Community Engagement would be sending additional information. Cook added that the Board page on the Conservancy website has been updated.
10. There were no members of the public present for questions.

The Rose Kennedy Greenway Conservancy Board Meeting was adjourned, upon a motion made by Matt Conti and seconded by Brad Snyder, and a unanimous vote in favor was held at 7:50pm.