

HUDSON DEVELOPMENT CORPORATION



Board Meeting Minutes

September 28, 2021

12:00 PM

1 North Front Street, Hudson, NY 12534

PRESENT:

Bob Rasner
Nick Haddad
Paul Barrett
Phil Forman
Mayor Kamal Johnson
Susan Knauss
Seth Rogovoy
Steve Dunn
Martha Lane
Chris Jones
John Friedman
Tom DePietro

ABSENT:

Paul Colarusso
Kristan Keck
Pete Schram

STAFF:

Branda Maholtz

1. **Call Meeting to Order:** Robert Rasner calls meeting to order at 12:05 PM.

Bob Rasner's opening comments: As an organization grows and evolves, it will experience change. Developing efficient ways to introduce and implement change can ease the stresses we all feel when change is introduced.

1. **Plan Carefully:** Before proposing changes, we must have a clear plan that covers, when, how, and why the changes are taking place. We'll need to document the tasks needed to get to where we want to be and craft an implementation timeline.

2. **Be as Transparent as Possible:** We must be as transparent as possible with the community - even if we can't give them all of the details. Being upfront about the pieces we

can share will go a long way towards helping everyone feel more comfortable and achieving buy-in.

3. Tell the Truth: This should be an easy rule to follow, as the change in question is positive. However, presenting things in an overly optimistic way, and promising unrealistic outcomes will create suspicions. While it's important to present an optimistic front to the community, we must do so in a way that acknowledges their will best.

4. Communicate: Keeping the lines of communication open between all of us is vital, taking time to explain why the changes are happening, and what they will look like in practice.

5. Create a Roadmap: We must all understand where the organization is, where it's been, and where it's going. How do the changes play into the organization's history, and how are they going to shape its future? Laying this out clearly demonstrates the thought and strategies behind the change.

6. Don't Expect to Implement Change Overnight: A strategic rollout is almost always the best option, rather than a hasty shift in direction. Not only will we give everyone involved a chance to adjust to the changes, we'll be able to answer questions and address any issues as changes are going into place.

7. Monitor and Measure: Once the change process is in motion, it's important to maintain oversight over implementation to ensure that things go smoothly and that we'll ultimately be successful. We'll need to watch for potential problems, and address any issues in a timely manner.

8. Demonstrate Strong Leadership: Strong leadership will help all of us weather the challenges of change with confidence and clear-sightedness, no matter how difficult they might be.

9. Change Will Happen Anyway: It's undeniable, change is integral to personal and organizational development and one cannot exist without the other. You may have yourself down as someone who doesn't like change, but it's important to always remember that change is inevitable. Most changes will not stop and ask your permission first. They will happen with or without your consent. However, there are still some changes that you can take control of. So, it's better to embrace the course of change and make it your own along the way.

Bob informs the board that he has appointed Martha the new Chair of the nominating committee, Martha agreed enthusiastically. Bob remembers that there was a member of the public that said that HDC was nothing but a bunch of old white men. That stuck with him and he wanted to put Martha as the chair to show that we are better than this assumption

as we all know that Martha is a local leader in business and her skills and knowledge of the community will surely show in this role.

I. Minutes: July and Special September Meeting

- a. July: Paul B. MOTIONS to Accept the Minutes. Chris SECONDS. ALL IN FAVOR. MOTION PASSED.
- b. Special September: Paul B. MOTIONS to Accept the Minutes. Chris SECONDS. ALL IN FAVOR. MOTION PASSED.

II. Finance: Phil Forman

- a. Monthly Finance Report: Phil informs the board that he is working with Branda to draft the budget for 2022. This should be ready to share at the October meeting. Branda covers the Statement of Financial Standing reporting on the donations received for both fiscal sponsorships—HPD and CAC/Arbor Day. There are no unexpected costs, but Branda will increase the dropbox membership as we have reached the limit. This is a nominal fee and requires no board approval at this level. Nick MOTIONS to Accept the Financials. Paul B. SECONDS. ALL IN FAVOR. MOTION PASSED.

III. Old Business

- a. Disposition of Montgomery Street Property: Updates—The board approved the contract and rider to be signed at the special meeting. We are waiting for the buyer to sign. The board Paul MOTIONS to go into Executive Session to discuss the status of the real estate contract. Phil SECONDS. ALL IN FAVOR. MOTION PASSED to go into Executive Session as 12:17 PM, Paul MOTIONS to return from Executive Session. Phil SECONDS. ALL IN FAVOR. MOTION PASSED. The board returns from Executive Session at 12:41 PM.
- b. Strategic Plan for the Future of HDC—Potential RFP, Nominating Committee, Other Committees and Commitments: Bob and Branda have been discussing the approach for developing a strategic plan. One method is to have an outside “shepherd” to help us through the process. Another is to do so together, internally. The plan is to have something to share by the annual meeting in March. We may need to have a special committee. This is going to take a lot of work from all members of the board. There could be members of the board that

may want to reconsider their role on the board. Think about your strengths and what your role will be. There have been a lot of ideas floating around as far as programming, some of this may be premature at this time. Branda points out that we may need to do an RFP to engage with a firm to do strategic planning. John Friedman mentions that a lot of it is setting goals at first and he feels that we should do internally first to set some goals. Bob suggests that we should share some goal setting readings and ideas for the next meeting as we will need to have goals set to do an RFP regardless. The board agrees to start brainstorming, setting goals at the next meeting.

IV. New Business

- a. Updates from City: Mayor Johnson: First initiative UBI—universal basic income program is underway for the second phase, the application period is open now for the \$500 a month. The city is looking for for a planning board clerk and if anyone knows someone that may be interested, to please make a connection. The city is also working on a CDBG housing rehabilitation grant program. This is a grant fund for both home owners and those who own rentals. More information on the city's website.

V. Public Comment: None.

VI. Adjournment: Nick MOTIONS to adjourn at 1:05 PM. Paul SECONDS. ALL IN FAVOR. MOTION PASSED.