



**Consent Agenda Items for Review**  
**for Tuesday, September 19, 2023 Board Meeting**



The financial reports are as of 8/31/2023. We are five months (42%) into our fiscal year. Operating income totals \$521k (38% of budget), expenses total 512k (37% of budget), and the resulting in a surplus of \$9k; this is 196k better than budgeted and 42k less than last year.

#### **FY24 Revenue Highlights:**

Operating income is \$88k more than budgeted and 20k more than last year at this time. Note that diversifying our bank accounts to remain below the FDIC insurance limits and moving our operating cash to money market and certificate of deposit (CD) accounts has earned us \$8,000 in interest when last year at this time we earned \$134 in total in interest.

Gifts from Individuals total 195k, which is 66k more than budgeted and is 43k more than last year at this time. We raised an additional \$14k for the Climate Change and Casco Bay Fund (not part of our operating income).

Corporate gifts total 12k, which is 4k more budgeted and the 5k more than last year at this time.

Foundation grants total 62k, which is 4k more than budgeted and 8k less than last year at this time.

Government revenue is 55k, which is 1k less than budgeted and 11k less than last year at this time.

Nonprofit revenue is 3k, which is 2k less than budgeted and 5k less than last year at this time.

Releases of funds for use in operations total 177k which is on budget.

#### **FY24 Expenditure Highlights:**

Operating expenses total \$512k which is 109k less than budgeted, mostly due to timing differences. Please note that we begin this year at full staff capacity. Last year we received a \$200k grant in conjunction with Wells Reserve and University of New Hampshire's Ocean Process Analysis Laboratory to improve our data collection methods and technologies. These other two organizations submitted their invoices for their portion of the grant, approximately \$20k each. We released the funds in April and sent them their funding in June, which accounts for an increase in our Casco Bay Monitoring expenses.

#### **Capital Activity:**

At the end of August, **operating** cash totaled \$635k, and that with Accounts Receivable of 57k (not including Climate Change Fund pledges of 34k) together total 692k. Our total unrestricted and undesignated cash (without donor restrictions) is \$302k.

Friends of Casco Bay is the fiscal sponsor for a BayScaping-like project that City of South Portland is overseeing, "100 Resilient Yards." In May 2023, this project received a \$18,322 grant from Davis Conservation Fund, which for a short amount of time will sit in our operations bank account. These funds show as a liability on our balance sheet under the header "YardScaping/South Portland Yards." The additional \$800 in that line item is for fiscal sponsorship of Portland's YardScaping demonstration site.

#### **Funds at Maine Community Foundation**

Attached are our quarterly statement from Maine Community Foundation (MCF) as of 6/30/23. MCF's investment portfolio has rebounded so far in 2023. Of note, our Climate Change Fund is back above the original corpus value of \$500k.

**Friends of Casco Bay / Casco Baykeeper**  
**Profit & Loss Budget Performance**  
**August 2023**

1:27 PM  
09/08/2023  
Accrual Basis

	<u>Aug 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>Apr - Aug 23</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
<b>Ordinary Income/Expense</b>							
<b>Income</b>							
<b>Unrestricted Contributions</b>							
<b>Individuals</b>							
All Gifts from Individuals	37,030.48	26,000.00	11,030.48	209,631.11	129,000.00	80,631.11	480,000.00
Less Restricted Climate Fund	-1,475.00			-14,375.00			
Less Restricted for Program	-225.00			-3,025.00			
<b>Total Individuals</b>	<u>35,330.48</u>	<u>26,000.00</u>	<u>9,330.48</u>	<u>192,231.11</u>	<u>129,000.00</u>	<u>63,231.11</u>	<u>480,000.00</u>
<b>Corporations</b>							
All Gifts from Corporations	1,430.00	500.00	930.00	12,480.55	8,800.00	3,680.55	55,000.00
Less Restricted for Climate Fun	0.00			-100.00			
Less Restricted for Program	0.00			-5,500.00			
<b>Total Corporations</b>	<u>1,430.00</u>	<u>500.00</u>	<u>930.00</u>	<u>6,880.55</u>	<u>8,800.00</u>	<u>-1,919.45</u>	<u>55,000.00</u>
<b>Foundations</b>							
All Foundation Gifts	7,000.00			61,878.00			
Less Restricted for Program	0.00			-1,678.00			
Foundations - Other	0.00	5,000.00	-5,000.00	0.00	57,500.00	-57,500.00	155,000.00
<b>Total Foundations</b>	<u>7,000.00</u>	<u>5,000.00</u>	<u>2,000.00</u>	<u>60,200.00</u>	<u>57,500.00</u>	<u>2,700.00</u>	<u>155,000.00</u>
<b>Government &amp; Quasi Governmental</b>							
All Governmental Revenue	11,188.25	17,000.00	-5,811.75	55,317.08	56,505.00	-1,187.92	100,000.00
Less Restricted for Program	-11,188.25			-55,317.08			
<b>Total Government &amp; Quasi Governmental</b>	<u>0.00</u>	<u>17,000.00</u>	<u>-17,000.00</u>	<u>0.00</u>	<u>56,505.00</u>	<u>-56,505.00</u>	<u>100,000.00</u>
<b>Nonprofits</b>							
All Nonprofit Revenue	574.70	0.00	574.70	2,790.35	5,000.00	-2,209.65	10,000.00
Less Restricted for Program	-250.00			-250.00			
<b>Total Nonprofits</b>	<u>324.70</u>	<u>0.00</u>	<u>324.70</u>	<u>2,540.35</u>	<u>5,000.00</u>	<u>-2,459.65</u>	<u>10,000.00</u>
<b>Total Unrestricted Contributions</b>	<u>44,085.18</u>	<u>48,500.00</u>	<u>-4,414.82</u>	<u>261,852.01</u>	<u>256,805.00</u>	<u>5,047.01</u>	<u>800,000.00</u>
<b>Releases</b>							

	<u>Aug 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>Apr - Aug 23</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
<b>Releases of Restrctd Net Assets</b>							
Releases Unrestricted Gifts	0.00	0.00	0.00	23,000.00	23,000.00	0.00	223,000.00
Releases for Programs	10,525.00	10,525.00	0.00	110,100.00	110,100.00	0.00	171,800.00
Releases for CMS Data & Commnty	8,750.00	8,750.00	0.00	43,750.00	43,750.00	0.00	105,000.00
Releases from Baykeeping Fund	0.00	0.00	0.00	0.00	0.00	0.00	38,316.00
Releases from Boats Fund	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00
Releases from Emer Advocacy Fd	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00
<b>Total Releases of Restrctd Net Assets</b>	<u>19,275.00</u>	<u>19,275.00</u>	<u>0.00</u>	<u>176,850.00</u>	<u>176,850.00</u>	<u>0.00</u>	<u>558,116.00</u>
Less Restricted	<u>-19,275.00</u>			<u>-153,850.00</u>			
<b>Total Releases</b>	0.00	19,275.00	-19,275.00	23,000.00	176,850.00	-153,850.00	558,116.00
<b>Restricted Revenue</b>							
<b>Restricted Revenue - Program</b>							
Climate Fund CMS Data Community	8,750.00			43,750.00			
Continuous Monitorng Sta op	3,505.00			17,525.00			
Baykeeping	10,700.00			112,478.00			
Water Quality Monitoring	50.00			1,125.00			
Pumpout - DEP	7,683.25			37,792.08			
Pumpout - Contributed Gifts	250.00			250.00			
Water Reporter	0.00			5,000.00			
Volunteer Efforts	-750.00			950.00			
<b>Total Restricted Revenue - Program</b>	<u>30,188.25</u>			<u>218,870.08</u>			
<b>Total Restricted Revenue</b>	30,188.25			218,870.08			
<b>Earned Income</b>							
Pumpout Fees	0.00			500.00			
<b>Special Events</b>							
Sponsored Event - Film Festival	3,910.00			8,810.00			
<b>Total Special Events</b>	<u>3,910.00</u>			<u>8,810.00</u>			
<b>Total Earned Income</b>	3,910.00			9,310.00			
<b>Other Operating Income</b>							
Other Operating Income							
Interest - operating accounts	2,191.97			8,199.63			

	<u>Aug 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>Apr - Aug 23</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
Total Other Operating Income	2,191.97			8,199.63			
Total Other Operating Income	2,191.97			8,199.63			
<b>Total Income</b>	<b>80,375.40</b>	<b>67,775.00</b>	<b>12,600.40</b>	<b>521,231.72</b>	<b>433,655.00</b>	<b>87,576.72</b>	<b>1,358,116.00</b>
Gross Profit	80,375.40	67,775.00	12,600.40	521,231.72	433,655.00	87,576.72	1,358,116.00
Expense							
Compensation							
Salaries - Gross	84,324.12	87,131.00	-2,806.88	296,967.72	314,295.00	-17,327.28	714,000.00
Payroll Taxes	6,280.02	6,716.00	-435.98	22,223.60	24,218.00	-1,994.40	55,000.00
Benefits	9,252.72	11,217.00	-1,964.28	45,253.72	41,130.00	4,123.72	97,000.00
Total Compensation	99,856.86	105,064.00	-5,207.14	364,445.04	379,643.00	-15,197.96	866,000.00
Program Expenses							
Baykeeping Program	1,849.13	5,539.61	-3,690.48	27,717.13	27,698.05	19.08	66,475.00
Boat and Vehicle Expenses	793.64	2,454.16	-1,660.52	9,538.29	12,270.80	-2,732.51	29,450.00
Casco Bay Monitoring	5,877.34	10,925.00	-5,047.66	52,913.09	98,625.00	-45,711.91	175,100.00
Pumpout Program	1,386.94	1,595.83	-208.89	9,380.53	7,979.15	1,401.38	19,150.00
Total Program Expenses	9,907.05	20,514.60	-10,607.55	99,549.04	146,573.00	-47,023.96	290,175.00
Management and Administration							
Occupancy	1,551.67	3,583.34	-2,031.67	9,310.02	17,916.70	-8,606.68	43,000.00
Contingency Office Relocation	0.00	3,750.00	-3,750.00	0.00	18,750.00	-18,750.00	45,000.00
Office and Management	3,452.40	5,583.34	-2,130.94	18,836.99	27,916.70	-9,079.71	66,994.00
Board Expenditures	0.00	208.34	-208.34	679.51	1,041.70	-362.19	2,500.00
Financing Costs							
Bank Charges	5.00	60.00	-55.00	165.00	300.00	-135.00	720.00
Total Financing Costs	5.00	60.00	-55.00	165.00	300.00	-135.00	720.00
Total Management and Administration	5,009.07	13,185.02	-8,175.95	28,991.52	65,925.10	-36,933.58	158,214.00
Fund Raising Expenses							
Special Events Expenses							
Film Festival Expenses	9.17			509.17			
Total Special Events Expenses	9.17			509.17			
House Party & Similar Events	414.09	1,845.84	-1,431.75	7,973.99	9,229.20	-1,255.21	22,150.00
Fund Raising Expenses	414.58	2,933.82	-2,519.24	10,898.61	14,669.10	-3,770.49	35,206.00

	<u>Aug 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>Apr - Aug 23</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
Total Fund Raising Expenses	837.84	4,779.66	-3,941.82	19,381.77	23,898.30	-4,516.53	57,356.00
Contingency Expense	0.00	1,000.00	-1,000.00	0.00	5,000.00	-5,000.00	12,000.00
<b>Total Expense</b>	<b>115,610.82</b>	<b>144,543.28</b>	<b>-28,932.46</b>	<b>512,367.37</b>	<b>621,039.40</b>	<b>-108,672.03</b>	<b>1,383,745.00</b>
<b>Net Ordinary Income</b>	<b>-35,235.42</b>	<b>-76,768.28</b>	<b>41,532.86</b>	<b>8,864.35</b>	<b>-187,384.40</b>	<b>196,248.75</b>	<b>-25,629.00</b>

**Other Income/Expense**

**Other Income**

**Capital Activity**

**Activity in Capital Funds**

**Climate Change & Casco Bay Fund**

Climate Fund Gifts 1,475.00 14,475.00

**Climate Funds at MCF**

Climate Fd Int DivsGains at MCF 0.00 18,084.75

Climate Fd Unrealized MCF 0.00 -3,511.18

Climate Fd Fees MCF 0.00 -2,032.14

**Total Climate Funds at MCF 0.00 12,541.43**

Climate Fund Interest 0.78 16.13

Gain (-Loss) Stock Gifts 0.00 -173.03

**Total Climate Change & Casco Bay Fund 1,475.78 26,859.53**

**Baykeeping Fund Net Activity**

Net Earnings (Loss) BKEndow MCF 0.00 19,033.88

**Total Baykeeping Fund Net Activity 0.00 19,033.88**

**Boats Fund Net Activity**

Net Earnings (Loss) BoatsFd MCF 0.00 2,263.88

**Total Boats Fund Net Activity 0.00 2,263.88**

**Advocacy Fund Net Activity**

Net Earnings (Loss) Advocacy Fd 0.00 959.29

**Total Advocacy Fund Net Activity 0.00 959.29**

**Total Activity in Capital Funds 1,475.78 49,116.58**

**Total Capital Activity 1,475.78 49,116.58**

**Total Other Income 1,475.78 49,116.58**

**Other Expense**

	<u>Aug 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>Apr - Aug 23</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
Depreciation							
Depreciation - BK Boats	1,955.90			9,779.50			
Depreciation - WQ Equipment	2,397.62			11,988.10			
Depreciation - Pumpout	1,506.89			7,534.45			
Depreciation - M&A	419.51			2,097.55			
<b>Total Depreciation</b>	<u>6,279.92</u>			<u>31,399.60</u>			
Capital Activity - Expenditures							
Release Net Assets - Programs	10,525.00			110,100.00			
Release Net Assets - Unrestr	0.00			23,000.00			
Release of Climate Funds	8,750.00			43,750.00			
<b>Total Capital Activity - Expenditures</b>	<u>19,275.00</u>			<u>176,850.00</u>			
<b>Total Other Expense</b>	<u>25,554.92</u>			<u>208,249.60</u>			
<b>Net Other Income</b>	<u>-24,079.14</u>			<u>-159,133.02</u>			
<b>Net Income</b>	<u><b>-59,314.56</b></u>	<u><b>-76,768.28</b></u>	<u><b>17,453.72</b></u>	<u><b>-150,268.67</b></u>	<u><b>-187,384.40</b></u>	<u><b>37,115.73</b></u>	<u><b>-25,629.00</b></u>

**Friends of Casco Bay / Casco Baykeeper**  
**Profit & Loss Prev Year Comparison**  
 April through August 2023

1:35 PM  
 Sep 8, 2023  
 Accrual Basis

	<u>Apr - Aug 23</u>	<u>Apr - Aug 22</u>	<u>\$ Change</u>
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
<b>Unrestricted Contributions</b>			
<b>Individuals</b>			
All Gifts from Individuals	209,631.11	152,916.00	56,715.11
Less Restricted Climate Fund	(14,375.00)	(240.00)	(14,135.00)
Less Restricted Capital Gifts	0.00	(1,000.00)	1,000.00
Less Restricted for Program	(3,025.00)	(12,317.00)	9,292.00
<b>Total Individuals</b>	<u>192,231.11</u>	<u>139,359.00</u>	<u>52,872.11</u>
<b>Corporations</b>			
All Gifts from Corporations	12,480.55	7,628.77	4,851.78
Less Restricted for Climate Fun	(100.00)	0.00	(100.00)
Less Restricted for Program	(5,500.00)	(450.00)	(5,050.00)
<b>Total Corporations</b>	<u>6,880.55</u>	<u>7,178.77</u>	<u>(298.22)</u>
<b>Foundations</b>			
All Foundation Gifts	61,878.00	70,000.00	(8,122.00)
Less Restricted for Program	(1,678.00)	0.00	(1,678.00)
<b>Total Foundations</b>	<u>60,200.00</u>	<u>70,000.00</u>	<u>(9,800.00)</u>
<b>Government &amp; Quasi Governmental</b>			
All Governmental Revenue	55,317.08	66,074.44	(10,757.36)
Less Restricted for Program	(55,317.08)	(66,074.44)	10,757.36
<b>Total Government &amp; Quasi Governmental</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<b>Nonprofits</b>			
All Nonprofit Revenue	2,790.35	8,219.63	(5,429.28)
Less Restricted for Program	(250.00)	0.00	(250.00)
<b>Total Nonprofits</b>	<u>2,540.35</u>	<u>8,219.63</u>	<u>(5,679.28)</u>
<b>Total Unrestricted Contributions</b>	<u>261,852.01</u>	<u>224,757.40</u>	<u>37,094.61</u>
<b>Releases</b>			
<b>Releases of Restrctd Net Assets</b>			
Releases Unrestricted Gifts	23,000.00	88,334.00	(65,334.00)
Releases for Programs	110,100.00	38,885.00	71,215.00
Releases for CMS Data & Commnty	43,750.00	44,585.00	(835.00)
Releases from Baykeeping Fund	0.00	15,965.00	(15,965.00)
<b>Total Releases of Restrctd Net Assets</b>	<u>176,850.00</u>	<u>187,769.00</u>	<u>(10,919.00)</u>
Less Restricted	(153,850.00)	(99,435.00)	(54,415.00)
<b>Total Releases</b>	<u>23,000.00</u>	<u>88,334.00</u>	<u>(65,334.00)</u>
<b>Restricted Revenue</b>			
<b>Restricted Revenue - Program</b>			
Climate Fund CMS Data Community	43,750.00	44,585.00	(835.00)
Continuous Monitorng Sta op	17,525.00	16,096.65	1,428.35
Baykeeping	112,478.00	55,400.00	57,078.00



	<b>Apr - Aug 23</b>	<b>Apr - Aug 22</b>	<b>\$ Change</b>
<b>Water Quality Monitoring</b>	1,125.00	1,835.00	(710.00)
<b>Nitrogen</b>	0.00	10,915.00	(10,915.00)
<b>Boats Operations</b>	0.00	1,000.00	(1,000.00)
<b>Pumpout - DEP</b>	37,792.08	49,977.79	(12,185.71)
<b>Pumpout - Contributed Gifts</b>	250.00	0.00	250.00
<b>Water Reporter</b>	5,000.00	0.00	5,000.00
<b>Volunteer Efforts</b>	950.00	3,880.00	(2,930.00)
<b>Total Restricted Revenue - Program</b>	<b>218,870.08</b>	<b>183,689.44</b>	<b>35,180.64</b>
<b>Total Restricted Revenue</b>	<b>218,870.08</b>	<b>183,689.44</b>	<b>35,180.64</b>
<b>Earned Income</b>			
<b>Pumpout Fees</b>	500.00	0.00	500.00
<b>Special Events</b>			
<b>Sponsored Event - Film Festival</b>	8,810.00	4,700.00	4,110.00
<b>Total Special Events</b>	8,810.00	4,700.00	4,110.00
<b>Sales of Merchandise</b>	0.00	35.00	(35.00)
<b>Total Earned Income</b>	<b>9,310.00</b>	<b>4,735.00</b>	<b>4,575.00</b>
<b>Other Operating Income</b>			
<b>Other Operating Income</b>			
<b>Interest - operating accounts</b>	8,199.63	134.06	8,065.57
<b>Total Other Operating Income</b>	8,199.63	134.06	8,065.57
<b>Total Other Operating Income</b>	<b>8,199.63</b>	<b>134.06</b>	<b>8,065.57</b>
<b>Total Income</b>	<b>521,231.72</b>	<b>501,649.90</b>	<b>19,581.82</b>
<b>Gross Profit</b>	<b>521,231.72</b>	<b>501,649.90</b>	<b>19,581.82</b>
<b>Expense</b>			
<b>Compensation</b>			
<b>Salaries - Gross</b>	296,967.72	297,423.76	(456.04)
<b>Payroll Taxes</b>	22,223.60	22,561.25	(337.65)
<b>Benefits</b>	45,253.72	33,109.34	12,144.38
<b>Total Compensation</b>	<b>364,445.04</b>	<b>353,094.35</b>	<b>11,350.69</b>
<b>Program Expenses</b>			
<b>Baykeeping Program</b>	27,717.13	22,462.45	5,254.68
<b>Boat and Vehicle Expenses</b>	9,538.29	12,166.44	(2,628.15)
<b>Casco Bay Monitoring</b>	52,913.09	3,866.24	49,046.85
<b>Pumpout Program</b>	9,380.53	16,708.47	(7,327.94)
<b>Total Program Expenses</b>	<b>99,549.04</b>	<b>55,203.60</b>	<b>44,345.44</b>
<b>Management and Administration</b>			
<b>Occupancy</b>	9,310.02	9,310.02	0.00
<b>Office and Management</b>	18,836.99	17,776.72	1,060.27
<b>Board Expenditures</b>	679.51	570.59	108.92
<b>Financing Costs</b>	165.00	230.00	(65.00)
<b>Total Management and Administration</b>	<b>28,991.52</b>	<b>27,887.33</b>	<b>1,104.19</b>
<b>Fund Raising Expenses</b>			
<b>Special Events Expenses</b>			
<b>Film Festival Expenses</b>	509.17	395.63	113.54

	<b>Apr - Aug 23</b>	<b>Apr - Aug 22</b>	<b>\$ Change</b>
<b>Total Special Events Expenses</b>	509.17	395.63	113.54
<b>House Party &amp; Similar Events</b>	7,973.99	2,235.00	5,738.99
<b>Fund Raising Expenses</b>	10,898.61	11,864.22	(965.61)
<b>Total Fund Raising Expenses</b>	19,381.77	14,494.85	4,886.92
<b>Total Expense</b>	512,367.37	450,680.13	61,687.24
<b>Net Ordinary Income</b>	8,864.35	50,969.77	(42,105.42)
<b>Other Income/Expense</b>			
<b>Other Income</b>			
<b>Capital Activity</b>			
<b>Activity in Capital Funds</b>			
<b>Climate Change &amp; Casco Bay Fund</b>			
<b>Climate Fund Gifts</b>	14,475.00	240.00	14,235.00
<b>Climate Funds at MCF</b>			
<b>Climate Fd Int DivsGains at MCF</b>	18,084.75	7,810.12	10,274.63
<b>Climate Fd Unrealized MCF</b>	(3,511.18)	(42,002.62)	38,491.44
<b>Climate Fd Fees MCF</b>	(2,032.14)	(2,258.66)	226.52
<b>Total Climate Funds at MCF</b>	12,541.43	(36,451.16)	48,992.59
<b>Climate Fund Interest</b>	16.13	50.37	(34.24)
<b>Gain (-Loss) Stock Gifts</b>	(173.03)	0.00	(173.03)
<b>Total Climate Change &amp; Casco Bay Fund</b>	26,859.53	(36,160.79)	63,020.32
<b>Baykeeping Fund Net Activity</b>			
<b>Net Earnings (Loss) BKEndow MCF</b>	19,033.88	(55,325.31)	74,359.19
<b>Transfers to Baykeeping Program</b>	0.00	(15,965.00)	15,965.00
<b>Total Baykeeping Fund Net Activity</b>	19,033.88	(71,290.31)	90,324.19
<b>Boats Fund Net Activity</b>			
<b>Net Earnings (Loss) BoatsFd MCF</b>	2,263.88	(6,897.59)	9,161.47
<b>Total Boats Fund Net Activity</b>	2,263.88	(6,897.59)	9,161.47
<b>Advocacy Fund Net Activity</b>			
<b>Net Earnings (Loss) Advocacy Fd</b>	959.29	(2,787.62)	3,746.91
<b>Total Advocacy Fund Net Activity</b>	959.29	(2,787.62)	3,746.91
<b>Total Activity in Capital Funds</b>	49,116.58	(117,136.31)	166,252.89
<b>Total Capital Activity</b>	49,116.58	(117,136.31)	166,252.89
<b>Total Other Income</b>	49,116.58	(117,136.31)	166,252.89
<b>Other Expense</b>			
<b>Depreciation</b>			
<b>Depreciation - BK Boats</b>	9,779.50	0.00	9,779.50
<b>Depreciation - WQ Equipment</b>	11,988.10	0.00	11,988.10
<b>Depreciation - Pumpout</b>	7,534.45	0.00	7,534.45
<b>Depreciation - M&amp;A</b>	2,097.55	0.00	2,097.55
<b>Total Depreciation</b>	31,399.60	0.00	31,399.60
<b>Capital Activity - Expenditures</b>			
<b>Release Net Assets - Programs</b>	110,100.00	38,885.00	71,215.00
<b>Release Net Assets - Unrestr</b>	23,000.00	88,334.00	(65,334.00)
<b>Release of Climate Funds</b>	43,750.00	44,585.00	(835.00)

	<b>Apr - Aug 23</b>	<b>Apr - Aug 22</b>	<b>\$ Change</b>
<b>Total Capital Activity - Expenditures</b>	176,850.00	171,804.00	5,046.00
<b>Total Other Expense</b>	208,249.60	171,804.00	36,445.60
<b>Net Other Income</b>	(159,133.02)	(288,940.31)	129,807.29
<b>Net Income</b>	<b>(150,268.67)</b>	<b>(237,970.54)</b>	<b>87,701.87</b>

**Friends of Casco Bay / Casco Baykeeper**  
**Balance Sheet Prev Year Comparison**  
As of August 31, 2023

1:39 PM  
Sep 8, 2023  
Accrual Basis

	<u>Aug 31, 23</u>	<u>Aug 31, 22</u>	<u>\$ Change</u>
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Checking/Savings</b>			
<b>Operating Cash</b>			
Key - Checking	42,701.38	32,674.23	10,027.15
Petty Cash	300.00	300.00	0.00
Post Office Permit	1,540.84	1,507.32	33.52
<b>Total Operating Cash</b>	<u>44,542.22</u>	<u>34,481.55</u>	<u>10,060.67</u>
<b>Savings and Contingency Cash</b>			
Key Business Interest Savings	123,839.92	577,345.19	(453,505.27)
M&T Savings	252,932.66	0.00	252,932.66
Bangor Savings Money Market	176.77	0.00	176.77
Certificate of Deposit 3 BSB	200,753.45	0.00	200,753.45
Certificate of Deposit 9 BSB	50,000.00	0.00	50,000.00
Due from Climate Fund for Ops	48,750.00	44,585.00	4,165.00
Due to Climate Fund	(265.22)	(265.22)	0.00
Due from (to) Baykeeping Fund	(85,920.00)	(74,955.00)	(10,965.00)
Due from (to) Boats Fund	0.00	(5,915.00)	5,915.00
<b>Total Savings and Contingency Cash</b>	<u>590,267.58</u>	<u>540,794.97</u>	<u>49,472.61</u>
<b>Total Checking/Savings</b>	<u>634,809.80</u>	<u>575,276.52</u>	<u>59,533.28</u>
<b>Accounts Receivable</b>			
<b>Contributions Receivable</b>			
Pledges Receivable	0.00	55,000.00	(55,000.00)
Board Pledges Receivable	6,937.50	750.00	6,187.50
Contributions Receivable	6,000.00	4,000.00	2,000.00
<b>Total Contributions Receivable</b>	<u>12,937.50</u>	<u>59,750.00</u>	<u>(46,812.50)</u>
<b>Contract and Grant Receivables</b>			
Receivable from CBEP	3,505.00	3,219.33	285.67
Receivable from DEP	37,792.08	34,540.14	3,251.94
<b>Total Contract and Grant Receivables</b>	<u>41,297.08</u>	<u>37,759.47</u>	<u>3,537.61</u>
<b>Sponsorships Receivable</b>	2,300.00	500.00	1,800.00
<b>Climate Change Fund Pledges Rec</b>	<u>34,295.00</u>	<u>70,045.00</u>	<u>(35,750.00)</u>
<b>Total Accounts Receivable</b>	<u>90,829.58</u>	<u>168,054.47</u>	<u>(77,224.89)</u>
<b>Other Current Assets</b>			
<b>Climate Change &amp; Casco Bay Fund</b>			
Climate Fund Money Mkt TDBank	18,294.26	250,205.23	(231,910.97)
Climate Fund Checking TDBank	2,763.21	2,293.21	470.00
Certificate of Deposit TD 6	101,279.39	0.00	101,279.39
Certificate of Deposit TD 12	179,788.34	0.00	179,788.34
Due from Operating Account	265.22	265.22	0.00
Due to Ops from Climate Fund	(48,750.00)	(44,585.00)	(4,165.00)

	<u>Aug 31, 23</u>	<u>Aug 31, 22</u>	<u>\$ Change</u>
<b>Climate Fund at MCF</b>			
Climate Fund Principal at MCF	500,000.00	500,000.00	0.00
Climate Fd Int Divs Gains MCF	61,548.27	34,953.04	26,595.23
Climate Fd Unrealized MCF	(42,305.45)	(48,932.62)	6,627.17
Climate Fd Fees MCF	(17,873.66)	(9,853.17)	(8,020.49)
<b>Total Climate Fund at MCF</b>	<u>501,369.16</u>	<u>476,167.25</u>	<u>25,201.91</u>
<b>Total Climate Change &amp; Casco Bay Fund</b>	755,009.58	684,345.91	70,663.67
<b>Baykeeping Fund</b>			
<b>Baykeeping Fund at MCF</b>			
Baykeeping Fund Gifts Received	752,267.59	752,267.59	0.00
BK Fund Earnings Net of Fees	167,207.43	139,031.98	28,175.45
Unrealized Gain/Loss Mkt Value	989,668.66	979,663.51	10,005.15
Transfers from Baykeeping Fund	(1,148,237.09)	(1,148,237.09)	0.00
<b>Total Baykeeping Fund at MCF</b>	<u>760,906.59</u>	<u>722,725.99</u>	<u>38,180.60</u>
<b>Baykeeping Fund due from Ops</b>	<u>85,920.00</u>	<u>74,955.00</u>	<u>10,965.00</u>
<b>Total Baykeeping Fund</b>	846,826.59	797,680.99	49,145.60
<b>Boats Fund</b>			
<b>Boats Fund at MCF</b>			
Boats Fd Gifts Received	116,952.98	116,952.98	0.00
Boats Fd Earnings Net of Fees	11,944.08	8,581.65	3,362.43
Unrealized Gain/Loss Market Val	51,614.19	50,482.90	1,131.29
Transfers from Boats Fund	(90,000.00)	(85,915.00)	(4,085.00)
<b>Total Boats Fund at MCF</b>	<u>90,511.25</u>	<u>90,102.53</u>	<u>408.72</u>
<b>Boats Fund due from Ops</b>	<u>0.00</u>	<u>5,915.00</u>	<u>(5,915.00)</u>
<b>Total Boats Fund</b>	90,511.25	96,017.53	(5,506.28)
<b>Advocacy Fund</b>			
<b>Advocacy Fund at MCF</b>			
Emeritus Fund Gifts	79,668.49	79,668.49	0.00
Emeritus Earnings Net of Fees	4,985.80	3,564.32	1,421.48
Unrealized Gain/Loss Market Val	20,126.44	19,619.51	506.93
Transfers from Advocacy Fund	(66,432.00)	(66,432.00)	0.00
<b>Total Advocacy Fund at MCF</b>	<u>38,348.73</u>	<u>36,420.32</u>	<u>1,928.41</u>
<b>Total Advocacy Fund</b>	38,348.73	36,420.32	1,928.41
<b>Prepaid Expenses</b>	<u>0.00</u>	<u>1,549.02</u>	<u>(1,549.02)</u>
<b>Total Other Current Assets</b>	<u>1,730,696.15</u>	<u>1,616,013.77</u>	<u>114,682.38</u>
<b>Total Current Assets</b>	2,456,335.53	2,359,344.76	96,990.77
<b>Fixed Assets</b>			
<b>Fixed Assets</b>			
<b>Boats and Equipment</b>			
<b>Boats, Trailers, Improvements</b>			
Boat AJ 28	234,707.66	234,707.66	0.00
Boat Pumpout	180,827.00	180,827.00	0.00
<b>Total Boats, Trailers, Improvements</b>	<u>415,534.66</u>	<u>415,534.66</u>	<u>0.00</u>
<b>Vehicle</b>	31,440.84	31,440.84	0.00

	<u>Aug 31, 23</u>	<u>Aug 31, 22</u>	<u>\$ Change</u>
<b>Equipment</b>			
Equipment - Office	70,234.84	70,234.84	0.00
Equipment - Water Quality	143,857.04	143,857.04	0.00
<b>Total Equipment</b>	<u>214,091.88</u>	<u>214,091.88</u>	<u>0.00</u>
<b>Total Boats and Equipment</b>	661,067.38	661,067.38	0.00
<b>Accumulated Depreciation</b>	(455,516.74)	(348,758.20)	(106,758.54)
<b>Total Fixed Assets</b>	<u>205,550.64</u>	<u>312,309.18</u>	<u>(106,758.54)</u>
<b>Total Fixed Assets</b>	205,550.64	312,309.18	(106,758.54)
<b>TOTAL ASSETS</b>	<u><b>2,661,886.17</b></u>	<u><b>2,671,653.94</b></u>	<u><b>(9,767.77)</b></u>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Other Current Liabilities</b>			
<b>Payroll Liabilities</b>			
MaineShare Withholding	10.00	10.00	0.00
<b>Total Payroll Liabilities</b>	<u>10.00</u>	<u>10.00</u>	<u>0.00</u>
<b>Funds Held for Others</b>			
On behalf of Oil Spill Seminar	1,207.70	1,207.70	0.00
On behalf YardScaping & SoPo	19,117.29	795.29	18,322.00
<b>Total Funds Held for Others</b>	<u>20,324.99</u>	<u>2,002.99</u>	<u>18,322.00</u>
<b>Accrued Vacation Liability</b>	41,635.73	28,804.92	12,830.81
<b>Total Other Current Liabilities</b>	<u>61,970.72</u>	<u>30,817.91</u>	<u>31,152.81</u>
<b>Total Current Liabilities</b>	<u>61,970.72</u>	<u>30,817.91</u>	<u>31,152.81</u>
<b>Total Liabilities</b>	61,970.72	30,817.91	31,152.81
<b>Equity</b>			
<b>Net Assets</b>			
<b>NA Without Donor Restrictions</b>			
Unrestricted Undesignated	166,839.18	166,884.18	(45.00)
Board Designated Contingency	76,566.00	76,566.00	0.00
<b>Board Designated Legal BK Fund</b>			
Board Designated Legal Issues	31,562.60	31,562.60	0.00
<b>Total Board Designated Legal BK Fund</b>	<u>31,562.60</u>	<u>31,562.60</u>	<u>0.00</u>
<b>Equity in Fixed Assets</b>	<u>204,845.39</u>	<u>204,845.39</u>	<u>0.00</u>
<b>Total NA Without Donor Restrictions</b>	<u>479,813.17</u>	<u>479,858.17</u>	<u>(45.00)</u>
<b>NA With Donor Restrictions</b>			
Restricted for Programs & Ops	76,275.00	76,275.00	0.00
Baykeeping Fund	826,163.06	826,163.06	0.00
Boats Fund	102,998.21	102,998.21	0.00
Advocacy Fund	41,630.81	41,630.81	0.00
Climate Change & Casco Bay Fund	936,029.66	936,029.66	0.00
<b>Total NA With Donor Restrictions</b>	<u>1,983,096.74</u>	<u>1,983,096.74</u>	<u>0.00</u>
<b>Total Net Assets</b>	2,462,909.91	2,462,954.91	(45.00)
<b>Unrestricted net fr prior year</b>	287,274.21	415,851.66	(128,577.45)
<b>Net Income</b>	(150,268.67)	(237,970.54)	87,701.87

	<b>Aug 31, 23</b>	<b>Aug 31, 22</b>	<b>\$ Change</b>
<b>Total Equity</b>	2,599,915.45	2,640,836.03	(40,920.58)
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>2,661,886.17</b>	<b>2,671,653.94</b>	<b>(9,767.77)</b>



**CASC - Friends of Casco Bay  
Endowment Fund**  
Statement of Activity  
Period: 01/01/2023 to 06/30/2023

Fund Established: 11/1/2001  
Fund Type: Agency  
Spending Type: Invested/Inc & Prncpl-SPECIAL  
Questions? Contact: fundstatement@mainecf.org

CASC

Fund Activity	2nd Quarter	Calendar YTD	Other information included in Ending Balance
Beginning Balance	\$741,872.71	\$710,787.17	<i>(will not total ending balance)</i>
Contributions	\$0.00	\$0.00	<ul style="list-style-type: none"> <li>• <b>Amount Available For Distribution</b> \$49,990.00 Includes 2023 Grant Budget</li> </ul>
Fundraising Revenues	\$0.00	\$0.00	
Other Revenues and Grant Refunds	\$0.00	\$0.00	
Total Receipts	\$0.00	\$0.00	
Interest & Dividends	\$1,367.13	\$2,152.91	<ul style="list-style-type: none"> <li>• Impact Investing Balance N/A <i>(not available for grantmaking)</i></li> </ul>
Realized Gains (Losses)	\$26,079.32	\$29,613.67	
Unrealized Gains (Losses)	(\$5,328.76)	\$24,653.78	<ul style="list-style-type: none"> <li>• Historic Gift Value \$696,754.06 <i>(not applicable for Income &amp; Principal spending type)</i></li> </ul>
Investment Cost*	(\$1,555.81)	(\$3,303.94)	
Total Investment Activity	\$20,561.88	\$53,116.42	
Grants & Scholarships	\$0.00	\$0.00	
Special Program Expenses	\$0.00	\$0.00	
MaineCF Administrative Fees	(\$1,528.00)	(\$2,997.00)	
Total Disbursements	(\$1,528.00)	(\$2,997.00)	
Interfund Transfers - In(Out)	\$0.00	\$0.00	
<b>Ending Balance on 06/30/2023:</b>	\$760,906.59	\$760,906.59	

YTD Details of Contributions	YTD Details of Grants
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\*Investment cost is estimated using available information. To learn more, please go to [www.mainecf.org/financials](http://www.mainecf.org/financials).  
For a line-by-line explanation of the fund statement, please go to [www.mainecf.org/financials](http://www.mainecf.org/financials) to find the fund statement narrative.





**CASC- Friends of Casco Bay  
Climate Change Fund**  
Statement of Activity  
Period: 01/01/2023 to 06/30/2023

Fund Established: 5/24/2021  
Fund Type: Agency  
Spending Type: Invested/Inc & Prncpl-SPECIAL  
CAS3  
Questions? Contact: fundstatement@mainecf.org

Fund Activity	2nd Quarter	Calendar YTD	Other information included in Ending Balance
Beginning Balance	\$488,827.73	\$468,345.20	<i>(will not total ending balance)</i>
Contributions	\$0.00	\$0.00	<ul style="list-style-type: none"> <li>• <b>Amount Available For Distribution</b> \$33,580.00 Includes 2023 Grant Budget</li> </ul>
Fundraising Revenues	\$0.00	\$0.00	
Other Revenues and Grant Refunds	\$0.00	\$0.00	
Total Receipts	\$0.00	\$0.00	
Interest & Dividends	\$900.82	\$1,418.58	<ul style="list-style-type: none"> <li>• Impact Investing Balance N/A <i>(not available for grantmaking)</i></li> </ul>
Realized Gains (Losses)	\$17,183.93	\$19,512.75	
Unrealized Gains (Losses)	(\$3,511.18)	\$16,244.63	<ul style="list-style-type: none"> <li>• Historic Gift Value \$500,000.00 <i>(not applicable for Income &amp; Principal spending type)</i></li> </ul>
Investment Cost*	(\$1,025.14)	(\$2,177.00)	
Total Investment Activity	\$13,548.43	\$34,998.96	
Grants & Scholarships	\$0.00	\$0.00	
Special Program Expenses	\$0.00	\$0.00	
MaineCF Administrative Fees	(\$1,007.00)	(\$1,975.00)	
Total Disbursements	(\$1,007.00)	(\$1,975.00)	
Interfund Transfers - In(Out)	\$0.00	\$0.00	
<b>Ending Balance on 06/30/2023:</b>	\$501,369.16	\$501,369.16	✓

YTD Details of Contributions	YTD Details of Grants
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\*Investment cost is estimated using available information. To learn more, please go to [www.mainecf.org/financials](http://www.mainecf.org/financials).  
For a line-by-line explanation of the fund statement, please go to [www.mainecf.org/financials](http://www.mainecf.org/financials) to find the fund statement narrative.



**CASC - Friends of Casco Bay  
Emeritus Fund for Advocacy**  
Statement of Activity  
Period: 01/01/2023 to 06/30/2023

Fund Established: 3/27/2015  
Fund Type: Agency  
Spending Type: Invested/Inc & Prncpl-SPECIAL  
CAS2  
Questions? Contact: fundstatement@mainecf.org

Fund Activity	2nd Quarter	Calendar YTD	Other information included in Ending Balance
Beginning Balance	\$37,389.44	\$35,822.74	<i>(will not total ending balance)</i>
Contributions	\$0.00	\$0.00	<ul style="list-style-type: none"> <li>• <b>Amount Available For Distribution</b> \$2,900.00 Includes 2023 Grant Budget</li> </ul>
Fundraising Revenues	\$0.00	\$0.00	
Other Revenues and Grant Refunds	\$0.00	\$0.00	
Total Receipts	\$0.00	\$0.00	
Interest & Dividends	\$68.90	\$108.50	<ul style="list-style-type: none"> <li>• Impact Investing Balance N/A <i>(not available for grantmaking)</i></li> </ul>
Realized Gains (Losses)	\$1,314.36	\$1,492.48	
Unrealized Gains (Losses)	(\$268.56)	\$1,242.52	<ul style="list-style-type: none"> <li>• Historic Gift Value \$35,110.81 <i>(not applicable for Income &amp; Principal spending type)</i></li> </ul>
Investment Cost*	(\$78.41)	(\$166.51)	
Total Investment Activity	\$1,036.29	\$2,676.99	
Grants & Scholarships	\$0.00	\$0.00	
Special Program Expenses	\$0.00	\$0.00	
MaineCF Administrative Fees	(\$77.00)	(\$151.00)	
Total Disbursements	(\$77.00)	(\$151.00)	
Interfund Transfers - In(Out)	\$0.00	\$0.00	
<b>Ending Balance on 06/30/2023:</b>	\$38,348.73	\$38,348.73	

YTD Details of Contributions	YTD Details of Grants
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\*Investment cost is estimated using available information. To learn more, please go to [www.mainecf.org/financials](http://www.mainecf.org/financials).  
For a line-by-line explanation of the fund statement, please go to [www.mainecf.org/financials](http://www.mainecf.org/financials) to find the fund statement narrative.



**CASC - Friends of Casco Bay  
Boats Fund**  
Statement of Activity  
Period: 01/01/2023 to 06/30/2023

Fund Established: 6/20/2013  
Fund Type: Agency  
Spending Type: Invested/Inc & Prncpl-SPECIAL  
Questions? Contact: fundstatement@mainecf.org

CASI

Fund Activity	2nd Quarter	Calendar YTD	Other information included in Ending Balance
Beginning Balance	\$88,247.37	\$88,622.80	<i>(will not total ending balance)</i>
Contributions	\$0.00	\$0.00	<ul style="list-style-type: none"> <li>• <b>Amount Available For Distribution</b> \$2,445.00 Includes 2023 Grant Budget</li> </ul>
Fundraising Revenues	\$0.00	\$0.00	
Other Revenues and Grant Refunds	\$0.00	\$0.00	
Total Receipts	\$0.00	\$0.00	
Interest & Dividends	\$162.63	\$256.59	<ul style="list-style-type: none"> <li>• Impact Investing Balance N/A <i>(not available for grantmaking)</i></li> </ul>
Realized Gains (Losses)	\$3,102.19	\$3,524.80	
Unrealized Gains (Losses)	(\$633.87)	\$2,951.15	<ul style="list-style-type: none"> <li>• Historic Gift Value \$86,864.21 <i>(not applicable for Income &amp; Principal spending type)</i></li> </ul>
Investment Cost*	(\$185.07)	(\$394.09)	
Total Investment Activity	\$2,445.88	\$6,338.45	
Grants & Scholarships	\$0.00	(\$4,085.00)	
Special Program Expenses	\$0.00	\$0.00	
MaineCF Administrative Fees	(\$182.00)	(\$365.00)	
Total Disbursements	(\$182.00)	(\$4,450.00)	
Interfund Transfers - In(Out)	\$0.00	\$0.00	
<b>Ending Balance on 06/30/2023:</b>	\$90,511.25	\$90,511.25	✓

YTD Details of Contributions	YTD Details of Grants
	01/11/2023 Friends of Casco Bay \$4,085.00
	<b>Total Grants</b> \$4,085.00

\*Investment cost is estimated using available information. To learn more, please go to [www.mainecf.org/financials](http://www.mainecf.org/financials).  
For a line-by-line explanation of the fund statement, please go to [www.mainecf.org/financials](http://www.mainecf.org/financials) to find the fund statement narrative.

**Friends of Casco Bay**  
**Board Meeting – Minutes**  
**Hybrid Meeting: In-person at GMRI and Online via Zoom**  
**Tuesday, May 16, 2023, 5:30 p.m.**

**In Attendance**

Board: President Sandy Marsters, Steve Bushey, Howard Gray, Pat Ianni, David Kaufman, Kirstin Piacentini, Malcolm Poole, Seb Milardo, Joan Samuelson

Staff: Will Everitt, Sara Freshley, Ivy Frignoca, Heather Kenyon, Robby Lewis-Nash, Sarah Lyman

**Welcome** – *President Sandy Marsters*

Sandy announced that Steve Bushey has accepted his request to join the Executive Committee. Sandy asked the group the check-in question: where do you take family when they come to visit you?

Minute for the Bay: Howard said the Portland Phoenix reported an interesting story about cruise ships. Portland and South Portland have proposed docking systems for cruise ships where they can plug into the grid instead of burning fuel onboard to generate electricity. Cruise ships are allowed to dock for up to 18 hours, so electricity generation can create a lot of air pollution.

**Action Item** – *Acceptance of Consent Agenda including Bud Higgins’s letter of resignation*

Malcolm moved, David seconded: *PASSED*

Sandy read Bud’s letter. Will said Bud served on the board for nearly 20 years, serving nine as board president.

**Executive Director Update** – *Executive Director Will Everitt*

Will said our staff remain excited about implementing the first year of our new strategic plan. We will share the strategic plan with our closest donors soon and post it on our website. Robby worked on a simple design layout for the plan. We also have a pocket-sized version of the plan that Will shared with board members.

Will asked how many board members have friends who boat on the bay. Staff passed out bilge skimmer packages for board members to share with their boater friends. Malcolm donated two or three dozen of these for us to use as part of our boater outreach. Inside each of these packages are:

- A bilge skimmer, which is a high tech sponge that absorbs oil and chemicals in the bilge of boats.
- A boating Habits for a Healthy Bay brochure on how boaters can protect the Bay while they are out enjoying it.
- A short set of directions for how to use the bilge skimmer.
- A membership envelope

Will said there are many “mark your calendar” events noted at the bottom of the agenda. Two of those events are called, “Coffee with the Casco Baykeeper.” At the end of the month, on Tuesday, May 30th and Wednesday, the 31st, board members are invited to grab a cup of coffee and join a Zoom call with Ivy to discuss our biggest advocacy priorities. These events are only for board members. Ivy will cover

our Rivers Network and PFAS work at the first event, and our Climate Change and Offshore Wind work at the second. This is a chance for board members to ask questions that we do not have time for at board meetings and to sharpen our talking points on this work. If these conversations are interesting and successful, we may invite our members, Water Reporters, and other audiences to similar events in the future.

Will shared an update on our bank accounts. Due to the banking crisis and our accounts being uncomfortably above the FDIC insured level of \$250k, we opened a few new CDs and money market accounts. A document included in the board package describes these accounts in detail. We opened these accounts balancing our need for liquidity with our desire to earn better interest rates.

Will announced that Pumpout Coordinator Chris Gilday has been working on our boats and we will officially begin the pumpout season on the Tuesday after Memorial Day. We will likely have a soft opening for our current pumpout customers before that.

Steve asked for an update on our office search. Will said we continue to look and that he and Jeff saw two spaces this month. Neither of them met all of our needs. Will is also looking into space at GMRI with their expanded real estate holdings.

#### **Baykeeping Update – *Casco Baykeeper Ivy Frignoca***

Ivy updated the group on the MS4 permit. Our appeal is moving forward. As a reminder from last Board meeting, Maine Board of Environmental Protection (BEP) admitted the federal Environmental Protection Agency's (EPA) letter to the Maine Department of Environmental Protection (DEP) to the appeal record, and dismissed the Cumberland County Soil and Water Conservation District's (CCSWCD) motion to dismiss our appeal. The letter is important because it supports our position and it provides a basis to apply the ruling on appeal state-wide, rather than just in our watershed. Since our last Board Meeting, the BEP set a time for other parties to reply to the appeal. The CCSWCD did so and basically said that our position is correct, but that they believe the BEP should allow the municipalities to do what they want to do and that the State should revise its statewide stormwater rules instead (not something controlled by the MS4 permit). Today, Heather and Ivy met with the staff at EPA who wrote the letter to DEP. DEP has not responded to the letter, which was sent in January. EPA plans to push DEP on this.

Pat asked who at DEP manages the MS4 permit. Ivy said Greg Wood does, but there are many vacant positions in the office, including the position that should manage the permit. David asked about the rationale for low staffing at DEP. Ivy said she recently spoke to one of the higher-ups in the water quality division. It sounds like they have been very slow to hire, and when there is a supervisory role open they want to hire that person first so they can hire their subordinates.

Ivy said we are nearing the end of the legislative session and it is very busy. Last week we supported a bill to create a fund for stormwater infrastructure that DEP would manage (a fact sheet is included in the board package). DEP opposed the bill, which stunned Ivy. There are many moderate and constructive positions they could have taken. Pat said this is a mess from an outside perspective, where DEP is also opposing good environmental bills like this and a pesticides bill. Ivy agreed with Pat, and said that she shared her concerns about DEP staffing with EPA.



Ivy said that the other bill we supported is a four-year moratorium on new discharges into the Class C stem of the Presumpscot river, from downtown Westbrook to head of tide. We tried to upgrade to Class B last year, as it functions at Class B by some criteria (the upgrade would bring stronger legal protections for water quality). This moratorium would not affect businesses or current discharges. It simply prevents new mills and similar dischargers from opening. We expect DEP to oppose it. It is our obligation as advocates to move the needle and keep this issue in front of the legislature. Sandy commended Ivy for her approach and persistence.

Ivy shared the cruise ship research that our spring legal extern, Lee Foden, has helped us with. We know that cruise ships are going to be an important issue moving forward. We asked Lee to research current cruise ship regulations. As part of her research, Lee created a table that lists the names of the cruise ships that will dock Maine this summer. Cruise ships are regulated by a Vessel General Permit under the Clean Water Act. However, the federal government is creating new national standards for cruise ship regulations under the Vessel Incidental Discharge Act. When those regulations are completed, they will replace the VGP.

Because Casco Bay is a No Discharge Zone and we have state law regulating gray water, we know that cruise ships are not discharging their blackwater or greywater into the Bay. The Coast Guard also assured us that cruise ships are not discharging ballast water in the NDZ. With these sources of pollution regulated, Ivy is concerned about the scrubbing systems that clean cruise ships' exhaust. Open scrubber systems use and discharge waste water, which could end up in Portland Harbor. Referencing the table, 16 of the 34 ships that will dock this summer do not have scrubber systems, so they are emitting air pollution. Two of those with scrubber systems may be discharging into Portland Harbor. This information comes from bio-compliance reports that cruise ships submit to EPA, which are linked to in the final column of the table. Ivy wants to use the information in the table to help us address cruise ship pollution. We can also use this information to track water quality conditions while these ships are in the harbor.

Ivy noted that she will be on Maine Calling tomorrow responding to questions about cruise ships. Seb said he thinks all of this work is fantastic and wishes that our members knew about all of the work we do.

#### **Community Engagement Committee Update – Vice President Kirsten Piacentini**

Kirsten reviewed the last Community Engagement Committee meeting (the minutes are included in the board package). We mainly talked about our new photo contest, board members soliciting raffle items for the Film Fest (board members should make six asks for items with a goal of having three items to contribute, and have them by September board meeting. Remember you are not asking for yourself, you are asking for a worthy cause!), and house party hosts. Sarah passed out raffle item solicitation letters and said board members can request electronic letters, too.

#### **Environmental Justice, Diversity, Equity, and Inclusion Committee update – Pat Ianni**

Pat said the group has been meeting since November. We have moved on from writing definitions and are drafting an organizational statement on EJDEI to update the one that is currently on our website from 2020. That statement will be presented to the board when it is ready. Pat said the group also discussed recruitment of new board members with respect to our upcoming discussion tonight. Joanie said that the

committee is doing a great job, we couldn't have a better team. Joanie agrees that we need to look seriously at recruiting new board members.

**Action Item** – *Approval of Pat Ianni as Chair of EJDEI Committee*

Howard moved, Kirsten seconded: *PASSED*

### **Board representation, skills, and recruitment: group work and discussion**

Sandy said that it is easier to look at others and their problems than to reflect on your own. Tonight we are going to look in the mirror, work on some exercises and discussions, and think about our governance.

This includes looking at our bylaws and recruiting new board members. Sandy split everyone into two groups to discuss who we want on our board and what skills they should have.

After small group discussions, everyone met to look at the board member qualities we brainstormed. Seb said the groups came up with very different lists. Pat thinks they are different and complementary. Kirsten agreed with Pat and suggested we should use these lists together to map our gaps and figure out what we want from new board members.

Steve expressed concerns about bringing in board members from up the watershed. Are we taking over the turf of other organizations who we work with well already? Malcolm said we are simply asking to bring in new voices from afar.

Seb asked Will to share what he thinks. Will shared that it is of the utmost importance that the board discuss what it needs to look like and act like in order to meet the vision in our strategic plan. He also shared that more diverse decision-making bodies make better decisions overall. He also said we are not working to take over other turf from other organizations. We are doing watershed work in partnership with other organizations.

Kirsten said her group talked about the expected financial commitment of board members. Do we need to have a different approach to accommodate new board members? Sandy reminded us that we do not have a specific board gift amount, merely that it be appropriate per board member and that whatever the size, that *Friends* is at the top of your giving list.

Will asked the group to identify the brainstormed board member qualities we think are most important. Everyone was given six dot stickers to select what is most important to them. **The results are attached.**

Will asked the group: what would we need to do to recruit people with the qualities we identified as important? Pat suggested recruitment parties where we are more open with our members about what we are looking for. Sandy said that we do that in some ways already, where we present to groups and then connect with the people who are most interested. David asked how many board members we have had in the past. Malcolm said we ideally have 15 or more and that at one point we had 21 board members. Pat said participation was much better when she first joined the board. With Bud leaving the board we will have 14 board members, and Joanie will term off at the annual meeting in August. Pat asked Malcolm for his expertise as someone who has brought on many board members. Malcolm said we need to start reaching out to organizations and asking to connect with people who are passionate about clean water.

Kirsten said we should reach out to large organization's human resources departments. Many of them require employees to serve on boards. Malcolm agreed that reaching out to institutions is the way to go. David said influence is important too: Bud, for example, has many connections in the medical field, and Joanie is well-known.

Ivy said that she does implicit bias training as a lawyer. The idea is that if we continue to use the systems that we have in place, we shouldn't expect different results. Looking for board members from our existing networks will reproduce our current board. Pat agreed. Pat thinks that some bigger corporations can provide diversity, but that we also need to think outside the box. Seb suggested we invite people to attend our Community Engagement Committee meetings to integrate diverse perspectives into our work. Malcolm said there is precedent for this. We used to invite outside speakers to our board meetings frequently.

Sandy said there is more of this discussion ahead and thanked everyone for their participation.

**Adjournment** – Sandy adjourned the meeting at 7:33 p.m.



Skills/Characteristics/Representation	Group suggested by?	Group A vote	Group B vote	Combined Votes
Racial diversity / reflect population of the watershed racial and otherwise /immigrants/	A & B	8	9	17
Legal / financial/advocacy/communications/climate change expertise	A & B	3	9	15
Passion for Clean Water/environment	A	8		8
Working Waterfront/Commercial Fishermen/Industries depend on the Bay	B		8	8
Gender diversity	A	6		6
People who commit, show up	A	6		6
Various socio-economic status	B		5	5
People who are curious/open to learning	A	4		4
Youth, younger people (ex: student directors?)	B		4	4
Climate change expert/policy expert	B		3	3
People who are familiar with our work	A	2		2
GMRI or other life sciences (Roux)	A	1		1
University representation (Ex: Bowdoin Coastal Studies Center)	A	1		1
Experience with organizations/ how community service organizations work	A & B	1		1
People skills/outgoing	A			0
Educators	B			0
Upstream folks	B			0

**Other ideas captured by group work:**

Stakeholders invited to committee work

Hard to recruit people with young children

We need a better onboarding process to increase familiarity with our work to new board members

We can have 8-30 board members 15-20 seems best

Do board members need to be local?

**Friends of Casco Bay**  
**Community Engagement Committee – Minutes**  
**Hybrid Meeting: In-person at New L.L. Bean Headquarters and Online via Teams**  
**Monday, August 7, 5:30-6:30 p.m.**

**In attendance**

Board: Kirsten Piacentini (Committee Chair), David Kauffman, Pat Ianni, Seb Milardo, Sandy Marsters

Staff: Sara Freshley, Sarah Lyman

**Welcome** – *Kirsten Piacentini, Committee Chair*

Kirsten asked the group the check-in question: Share a highlight from last week's members meeting.

**Committee brainstorm: Freeport Oyster Bar is hosting an event for us on Saturday, August 26. How can people leave the event feeling connected to our work/Casco Bay?**

Background Information:

Freeport Oyster Bar is hosting for Casco Bay Day, they are doing much of the set up and organization of the event. There will be oysters, appetizers, silent auction, and live music. Tickets are \$75 and one drink comes with ticket. All proceeds come to *Friends* after costs are covered, which are expected to be \$35/ticket. The owners Ken Sparta and Thomas Henning are reached out to us wanting to do this. We will promote and sell the tickets through our website. They will promote it as well. Will was clear that we are not automatically pro aquaculture, but that we are supportive of what is good for the Bay.

There was discussion of the motivation for people to go. Food, music, supporting the Bay. Is there more motivation for the Oyster Bar than for us? For us this is a fundraiser and a friend raiser.

The discussion moved to ticket price and whether we can charge a deal for a couple or a cheaper price, or a cheaper price overall. Ideas ranged from \$35 a ticket to \$125 for a couple? The discussion centered on whether the price point was too high. Most people agreed it was.

How can people leave the event feeling connected to our work/Casco Bay?

- Map displays
- Pat suggested Will speak or Thomas speak about 1/3 of the way in
- Screen for a slideshow?

Do we want to pursue this over all? And if so, should we change the date? As well as a price point? It was also agreed that August Saturdays are hard and a lower price point may encourage more people to attend.

### **Debrief of our summer events and help us shape future events**

We Are Water: Friends of Casco Bay Members Annual Meeting

The discussion started off with how engaged and passionate volunteers were. Then it moved to the Program itself. Folks thought that there was too much mingle time before the actual program. The program was great, we should get outside speakers every year and use this as a way to engage more folks with our work and Annual Meeting. Board members also requested some greeter line suggestions for going up to members and starting a conversation. The Committee thought that the photo contest went great. Some feedback was that it would be nice to see the photo matched with the winner up front.

House Party in Cumberland Foreside hosted by Jack and Susan Thomas

Sarah started with some numbers. 85 guests attended, including board and staff. 350 households were invited, 100 RSVP'd yes. We acquired at least 8 new donors and received 35 gifts, totalling \$7,365. Sarah explained that this number will grow as people who could not come continue to donate. This number does include board members and hosts if those gifts were given in relation to this event. Sarah confirmed that this number is in line with our expectations. This event grew our list in Cumberland Foreside a very significant amount.

Water Reporter and Community Engagement Events, including:

Water Reporter Kick Off Event, Water Reporter Salt Marsh Restoration event, Water Reporter Invasive Species event, Presumpscot Moratorium Celebration, Easy Honey Coastal Cleanup

- Kick off event had most folks
- We will evaluate turn out compared to the times the events were offered
- Pat went to 3 of 5 and said they were fabulous
- Lots of new and returning folks
- Folks want more opportunities to volunteer
- Ones with speakers are a draw
- Trying to offer at different locations as well

### **Film Fest Raffle Items**

Sarah will send an updated email about the raffle inviting folks to share what they have gotten.

David asked Sarah about Bayscaping one pagers, Sarah will ensure David has them.

Kirsten adjourned the meeting at 6:31 p.m.

**Friends of Casco Bay  
Community Engagement Committee  
Minutes Tuesday, September 5, 5:30-6:30 p.m.**

In person: Kirsten, Pat, Steve, Deb  
On Zoom: Sandy, Malcolm, Seb, Ellen  
Staff: Will, Sara, Sarah

## **Minutes**

### **1. Welcome and check-in question**

What did you do over the Labor Day Weekend?

### **2. Freeport Oyster Bar Casco Bay Day debrief**

This event is new for us. Freeport Oyster Bar pitched this event to us and we were not sure what to expect.

Thank you to the committee for feedback about this event before we launched. We went ahead with the original date due to where the Oyster Bar was in their planning. They completed 90%+ of the work. Ended up with ticket prices at \$50, with an early bird opportunity. 70 tickets were sold. \$1,590 raised, including \$940 of that through the silent auction. Five auction items were available from breweries, British Good Store and the Oyster Bar. Thomas Henniger, the Oyster Bar owner and Will spoke.

There was a “feel good energy” and it helped us make stronger connections among our supporters, which is always a good thing for us. A few new folks were introduced to our work and at least three people expressed interest in joining Water Reporter. Most people who were there were already on our list.

Feedback: The venue was nice. Food and drink were great. How can we get more people next time? The Oyster Bar wants to work with us in the future but maybe tweak the event to an evening during the week. Think about painting the picture better next time: outside on a lawn, how to get oysters, and more. Overall it was worth it and has a lot of potential.

### **3. Film Fest raffle update: raffle items needed by 9/19 board meeting**

The raffle at the Film Festival helps us raise more funds. We need donated items secured in hand by the September 19th board meeting. This allows us to give more visibility to the items and likely sell raffle tickets before the event. Winners will be selected at the Film Fest for Casco Bay on Saturday, November 4. We have event postcards you can use to ask for raffle items or hand out to friends and family. We love a mix of experiences, giftcards, and physical items. Items can be of any value because items are bundled as a group. Average gift value is \$140. Raffle Packages end up being valued at \$900 and up.

The challenge was to make at least six asks by now. *How did you do?* It is a busy tourist time for retail and its younger folks working the stores who may not have the authority to give gifts. We have several yeses but need to follow up with folks.

Confirmed or expected Yeses: Rocky Coast Cheesecake, Eventide, Chebeague Island (Sandy), Pretty Flowers, Seabags (Ellen), Kirsten also offered her boat trip again.

Following up with: Royal River Massage (Deb), Sherman Books, Portland Water District, Garbage to Garden, Skillins (Pat), Kirsten going to follow up with Josephs and Ethan Allen (Kirsten), Browne Trading Co. (Ellen), Twelve (Steve).

Items we have in hand include: Edgecomb Potters large ceramic shell serving bowl, LL Bean Picnic Blanket, LeRoux Kitchen \$50 gift card, Mexicali Blues \$25 gift card, Rosie's \$25 gift card Gelato Fiasco gift card.

Ask the businesses you love or have a relationship with to donate item(s) for visibility with our supporters, while also supporting our work. When you receive an item or commitment for an item, let both Susan and Sarah (sbosco@cascobay.org and slyman@cascobay.org). They will log it right away and can pick it up, if needed. Thank you for making the raffle a success!

#### **4. Question for the Community Engagement Committee:**

##### **Should we reboot the Donor Appreciation Event?**

Background: Pre-COVID we used to host an event in December for our most generous donors. Given the pandemic, we did not put this event back into our lineup in the operating plan but we do have time to organize one if we think we should.

This event really helped us build and strengthen relationships with our donors. Historically they have been hosted at the Cumberland Club. We send a nice card out to a set of our highest donors. We invite folks that have given \$500 over the last year and higher amounts historically. It is usually the first Wednesday or Thursday of December. Around 100 folks show up (out of about 300 invited), we have a cocktail hour and share a Health of the Bay update. From a staff perspective it is a really easy event to organize.

Want feedback regarding the unpredictability of COVID and that our highest donors tend to be older donors.

Feedback: It's a wonderful event that brings our members closer to the organization and we hold it at a time where people are writing checks. It is social and festive. Malcolm is happy to host at the Cumberland Club. This event has been missed. Despite covid, the overall feeling is that we should forge ahead. There was a discussion about whether it will hurt the budget, since it was not in the plan. The consensus was that it won't, due to the relatively low cost of the event and that the connections are worth it either way. Board members will attend and help strengthen connections. December is a light time of year for Board involvement, since there is no board meeting in December. It is helpful for the

board to help distinguish events that are really important for the board to go to. This is one that is important.

## **5. Water Reporter Appreciation event at Maine Beer Company, Freeport**

We are hosting an inaugural Water Reporter Appreciation Event to say thank you to all of our Water Reporters. The hope is to continue every year at the end of summer wrap up in person. The goal is to build and strengthen our Water Reporter community by leaving Water Reporters feeling appreciated, while connecting them to the work and us as Board and Staff. We are encouraging all folks interested in Water Reporter to attend even those who have not yet posted or attended an event.

*Friends* will pay for food and have a cash bar. There will be time to eat, drink and connect. A 30ish minute program by Sara and Will begins at 6. We will celebrate those who have posted the most over the last 5 years, the person who joined this season and posted the most and the Water Reporter who attended the most events this year. We'll share metrics like the number of posts over past 5 years. We will also talk and speak about the value of Water Reporter's work and how it connects with and moves our Baykeeping work forward.

Sara has invited the Partners who have participated in this year's Water Reporter events to the event to celebrate with us.

What do Board Members think? Any other ideas?

- Would love to hear from Water Reporters. Someone who is passionate about the program.
- Could our first drink be on *Friends*? Board would be happy to sponsor the first round
- Love idea about showing best Water Reporter posts, especially with commentary from Staff.

Maine Beer Co was happy to host us as part of their 1% for the Planet commitment. If the weather is great, we'll be able to be outside.

**Added agenda item: We are considering moving all future meetings to the first Tuesday of the month at the same time. What do we think about that or 4:30 -5:30 on first Mondays?**

After a brief discussion, Community Engagement Committee Meetings will now be held on the 1st Tuesday of the month from 5:30-6:30. This will begin with the next meeting on Tuesday, October 3.

**Added agenda item: We will be posting our new Communications Position this week, Communications Coordinator.**

This is to replace the Staff Writer position that Robby held. We have had many staff and responsibility shifts since posting the previous Staff Writer position. Our needs are different now. We must have good writers on Staff, and we need a good writer in the Communications Coordinator. We also need a well rounded communications person who can coordinate multiple stories and ways of distribution including to our website, email list, social media, print mailings and to media. There will be room to grow into leadership, possibly a director of communications type role. We will be sharing it via email

and include a link to the posting on our website, and the LinkedIn posting. Please feel free to share it far and wide.



**Friends of Casco Bay  
Community Engagement Committee  
Meeting minutes, June 12, 2023**

In attendance: Board: Chair Pat Ianni; Deb Debigun; Sandy Marsters Staff: Will Everitt, Ivy Frignoca, Robby Lewis-Nash

**1. Updates from staff**

Will Everitt had an initial get-to-know-you meeting with Maine Immigrant Rights Coalition. Staff and Sandy connected with Regina Philips/Cross Cultural Community Services via Waterfront Alliance. We are considering them as a consultant on our DEI work. Ivy gave an update on EJ legislature bill. There were two separate EJ bills that were Environmental Priorities Coalition priorities: the first was environmental justice definitions that would apply to all of DEP process and permitting and the second regarding Tribal Sovereignty bill (LD 2007). EJ definitions bill (LD 1621) working its way through. The Tribal Sovereignty Bill will be carried over next session.

**2. Revised EJDEI statement and process**

Will, Robby, and Pat revised statement (version 5) based on last month's meeting comments. Its purpose is to be transparent with ourselves and our public about our stance on environmental justice, diversity, equity, and inclusion relative to our mission and organization. The audience includes ourselves and the public (will be posted on our website and shared). The Committee recommended sending the draft to all board and staff for comments in the hopes that we will accept it at the September board meeting.

**3. Prioritizing our work ahead?**

Goal: Discuss and prioritize the work ahead. The committee prioritized the list from the six actions in the draft statement and put them in the following priority order:

1. Reviewing our governance structure and diversifying our board
2. Building relationships with new partners/new communities
3. Continuing training and learning
4. Recommendations/oversite to staff on operational elements of the statement:
  - a. Advocacy
  - b. Diversifying staff, vendors, members, volunteers
  - c. Assessing our membership and outreach activities

We will share these priorities with the board for input and to stimulate thought at the September meeting, at which the statement that has these actions will (hopefully!) be accepted!

The meeting ended at 4:15.

**Friends of Casco Bay**  
**Environmental Justice, Diversity, Equity, and Inclusion Committee**  
**Minutes, September 11, 2023 4-5 p.m. (Meeting held via Zoom)**

**In attendance:** Board: Pat Ianni, Chair, Deb Debiegun, Sandy Marsters Staff: Will Everitt, Sara Freshley

**1. Updates from staff and board committee members**

Will updated committee members that staff will be inviting our supporters to share their [pronouns](#) if they wish for our events, name tags, etc. Our goal is to make people feel welcome and comfortable, with no assumptions. Pat asked if this new time (4 p.m. instead of 3 p.m.) worked for everyone? Everyone said they were good with the new time and Pat said she will check in with Ivy when she returns to be sure she can make this new time.

**2. Revised EJDEI statement and process**

Will and Pat revised the statement based on specific comments we received from board and staff since July 24. Deb shared that she liked the succinctness, the connections between environmental justice and our work, and the actions. Deb shared that they liked, too, that we share our definitions of EJDEI. The references to the Operating Plan and the Strategic plan will not be shared. We fixed a few grammatical errors. There was a discussion about removing our analysis of the linking of environmental injustices and inequities to uneven power structures and systemic racism. The Committee, as a whole, felt it important to have this analysis be part of the statement. Committee members shared that this statement is part of a process and learning journey and that we can come back, update it, and evaluate where we are.

The Committee unanimously approved the new statement (version 9) and will strongly encourage its acceptance by the board at our September 19 Board meeting. We will share the statement via our website, replacing the now-outdated statement from 2021. We are open to other ideas for use/presentation of this statement going forward.

**3. Discussion about our prioritized work**

At the last meeting the committee prioritized our work. The committee began a conversation about what areas we (the committee) want to focus on next.

- Building relationships with new partners/new communities

Will shared information about a recent meeting with [Cross Cultural Community Services](#) (attended by Will, Sara F, and Pat) and next steps there. We are moving forward with an MOU on working with Cross Cultural Community Services-to provide more DEI training (perhaps next Spring) to Friends of Casco Bay, Board and Staff, advising us on our DEI work, and connecting us to diverse leaders and organizations led by people of color within our community.

- Diversifying our board

How do we want to begin the process of diversifying our board? What recommendations should we make to the board? There was a discussion about this process relative to the board recruitment process that we are discussing at the September board meeting. The committee discussed that we keep two seats “open” for recruiting diverse members, acknowledging that in order to be more diverse, we cannot simply add more white board members to get to our “ideal size” of 18 board members. Pat shared that she is not worried about being “too large,” that if we were 20 members instead of 18, that is not a hindrance to our work.

- Training and learning

What should new board members know about our EJDEI work? How should we train them? Ongoing training for all of us? Deb shared that providing new board members the history of the formation of this committee and the background of our most recent statement might be enough and then they will learn more as they go forward. Will shared that perhaps we should include the [Press Herald on the history of Malaga Island](#) here in Casco Bay. The committee thought this was a good idea. Pat suggested we may also want to include our comments in support of tribal sovereignty.

The meeting was adjourned at 5:06 pm.

**Board Member/Staff Comments to Will's 7/24/2023 email:**

**Board Member: (7/25/2023):** As long as our deliberations and actions are in service to the health of the Bay, I am fine with your statements.

Will's reply: Thank you. Indeed, any work we do in this area is made with the intention of meeting our mission and with the longterm goal of making our overall work to protect the Bay stronger.

**Board Member: (7/27/23):** I read the document and think it is complete and well written. I have no changes nor any additions.

**Board Member: (7/27/23):** very thorough and certainly establishes a high threshold to work towards. Great work.

**Board Member: (7/28/23):** I wanted to document my thoughts on the EJDEI statement to clarify in my head and to more succinctly capture what I was trying to convey over the phone.

1. The opening makes a lot of sense to me and reads well. And the actual steps that are enumerated also seem wholly reasonable.
2. This one paragraph -- and especially the highlighted sentences -- below is where it loses, though. To me, it makes some leaps of logic and somewhat forces connections when it doesn't have to. None of the enumerated actions listed below this paragraph are really contingent upon how strongly the issues are conflated in it, in my opinion.

The greatest threats to the health of Casco Bay are climate change and pollution, which are caused by human activity. **These threats are directly linked to the inequities in our society.** Vulnerable and marginalized populations, including black people, people of color, indigenous people, people living in poverty, women, children, the elderly, and people with disabilities have disproportionately experienced the brunt of pollution and the effects of climate change. **These environmental injustices arise from inequities and uneven power structures in our society, including structural, systemic, and institutional racism.** Friends of Casco Bay's efforts to address the causes and consequences of climate change and pollution in the Bay must consider these inequities and factor them into how we act to improve and protect the health of Casco Bay and its watershed.

3. The paragraph starts with a sentence saying the threats are climate change and pollution. OK. But then by saying that the threats are directly *linked to* inequalities in our society, it reads like you're claiming that inequities in our society are what's *driving* these threats...which seems tenuous, especially in the context of Casco Bay.
4. The next highlighted sentence, I think, is superfluous to our work and takes away, rather than be additive to our goals.

5. Ultimately, the more cogent issue here is for our organization, our mission, and our donor base to be protect the bay for *ALL* residents within the watershed. And I think it's OK to acknowledge that we need to do a better job of reaching out to these diverse groups and considering their perspectives, feedback, and unique issues. And really that's what the steps reflect what we're actually planning to work on (not to mention what's in scope)...not the fixing of structural issues in our society.
6. I would recommend cutting out those two highlighted sentences. We still have the sentence acknowledging the vulnerable populations and the burdens on them, and then go straight to the last sentence in the paragraph about needing to keep that in mind.

Will's reply (7/26/23): Thanks for talking through your concerns and suggestions with the DRAFT EJDEI statement. It was good to talk through them. I took detailed notes and look forward to sharing them with the committee on 8/14. By the way, I forgot to ask you, was it helpful to have the Strategic Plan and Operating Plan connections listed? This was a suggestion of yours regarding board topics and I wanted to begin using that idea. The posted statement won't have those linkages, but we wanted to provide them for the board.

**Board Member: (7/31/23)**: I think this is great. I appreciate its brevity. It's a really nice document. My favorite sentence is "Just as biodiversity is a sign of a healthy ecosystem, a diverse community with a shared passion for a healthy Bay is a sign of a healthy organization". No input from me other than to say I think it's excellent.

**Staff Member: (8/8/23)**: I support this statement!

**Staff Member: (8/14/23)**: The advice given in the trainings I've attended around writing DEIJ statements includes three pieces that are missing from this statement.

1. Second paragraph, last sentence: consider adding "permeate" or a similar word. It could read: "These environmental injustices arise from the inequities and uneven power structures that permeate our society, including structural, systemic, and institutional racism."

This would help emphasize our acknowledgement of injustices and inequities at large, regardless of connections to our mission. This can really help signal to others that we understand the issues of diversity, equity and inclusion, and the fact that they extend beyond the environmental work we do. It shows that we know these problems exist across sectors, professions, and movements. It is here, but could be stronger.

2. Think about including something about Volunteers and staff being valued, welcomed, and honored, regardless of their identity? It indicates that everyone in the Casco Bay community is heard and valued.
3. Consider accountability. If a member or community member wanted to, how could they hold us accountable? Will we share our actions on a yearly basis on a public webpage? Do we want to invite people to hold us accountable?

As we roll it out we could:

- including talking points for Board and Staff
- add it to our About Web Page

and of course we'll continue to mention the statement and link to it in job descriptions and Board onboarding docs.

**Staff Member: (8/15/23):** I did add some comments to the shared google document itself. If any of them don't make sense, please let me know and I can explain further. I agree with Sarah that an accountability piece is necessary. Sara F 8/15/23 Comments on Google Doc:

- Comment on including in People of Color – Indigenous People?
- Comment on adding LGBTQ people?
- Assessing and if inadequate ensuring that this is done through an environmental justice lens?
- Maybe add a sentence about what steps will be taken to accomplish this