

Greg Williams's Skillsets by Clearwater Board Committee

After two years as Clearwater's executive director, plus nearly thirty years of management experience at organizations ranging from one-person start-ups to global enterprises like Amazon and IBM, I bring both a familiarity with Clearwater's operations, and experience across a wide variety of management tasks and challenges.

While there are several committees to which I'd especially enjoy contributing, I am willing to serve on any committee, *as required by [Policy IX Regarding the Organization and Functioning of its Board of Directors](#)*.

Skills relevant to specific committees are as follows:

Nominating

As Executive Director, I have played a significant role in recruiting board members through every avenue described in the bylaws:

- Nomination by the Nominating Committee
 - Gregory Simpson
 - Ashley Knox
 - Gareth Hougham
 - Scott Greathead
- Appointment
 - Cathy Page
 - Stephen Smith
 - Samantha Hicks
 - Steve Stanne
- Petition by Members
 - Janine Napierkowski
- Petition by Board Members
 - Thomasina Winslow

More importantly, I am a passionate believer in the importance of the role of the Nominating Committee in bringing skills, connections and member representation to the board. I've recently summarized my understanding of this process in a [Clearwater Election Guide](#) in the hope of informing and engaging more members more effectively.

Properties

I've bought and sold two homes and participated in the process of selecting, leasing and operating tens of thousands of square feet of office and data center space, including the

upgrade and operation of physical security, environmental monitoring and fire protection systems. I also led the beginning of the process of renewing Clearwater's lease on its current office space in 2019. That process was interrupted by the election of a new mayor in Beacon, NY, but will soon need to be completed.

Finance

I hold a Master of Science degree in Business Administration and have been managing multi-million-dollar budgets for nearly twenty years. I am not an accountant by training, but I am accustomed to working closely with accounting staff. As examples, while I was at Amazon, I negotiate with the Finance department to execute a significant expansion to the global Elastic Block Store virtual storage system to accommodate the virtualization of Amazon's worldwide internal e-mail system, and at Clearwater, I created and managed systems for reporting cash flow projections to the board and senior staff three times per week, and accounts payable to the board twice a month.

Development / Resources

In the last six months as Clearwater executive director, I contributed directly to raising over \$370,000 in grants, loans and donations, including over \$60,000 in net revenue from our groundbreaking 2020 Virtual Revival.

[More to come]

Planning / Governance

I hold a bachelor's degree in Government from Dartmouth College, I've implemented technical change management and performance management systems at multi-million-dollar organizations, and I literally wrote Clearwater's current [Board Manual](#), which makes public Clearwater's bylaws, policies and Statement of Values for the first time in recent memory.

[More to come]

Personnel

I have managed personnel for over twenty-five years, helping employees through promotions, career changes, interviews, layoffs, terminations for cause, on-the-job injuries, substance abuse, deaths of colleagues, sexual harassment, domestic abuse, reasonable accommodation of disabilities, emergency relocations, international relocations. I have been through formal training in many of these areas at two market-leading international firms – Amazon and Avanade.

When I was evaluated by the federal government's [Office of Personnel Management](#) (OPM) in 2015, they rated me as qualified for the [Senior Executive Service](#) (SES), the highest ranking among non-appointed civil servants. A copy of the [Executive Core Qualifications](#) (ECQ's) document used for this evaluation is available [here](#).

Perhaps more importantly, my commitment to building positive, long-term relationships is manifested in my remaining in contact with people with whom I who worked at every job I've ever had.

Education

[More to come]

Environmental Action

[More to come]

Sloop

[More to come]

Festival

[More to come]

Communication

[More to come]