

Planning Document 2025-2026

CABBS has experienced steady development in the last several years, as seen with the moving into a dedicated work space and steady growth of membership. With the announcement of the Executive Director stepping down at the end of the year, this seemed an ideal time to take a look back at all that has been accomplished and start planning for the future.

Several conclusions have been reached in a planning process driven by the Board of Directors and involving various members through a variety of activities. CABBS has many strengths that should be maintained. There is also an understanding that certain areas of the organization need to be shored up to ensure a proper foundation for the future.

The following planning document identifies areas for development with action steps. The Planning Process document gives an understanding of the process and inputs to get to this point.

Vision Statement

CABBS serves as the gathering place for people to engage in the passion of small boating and Maritime appreciation throughout the Lake Erie region.

Mission Statement

- CABBS is a vibrant intergenerational community of small craft enthusiasts devoted to boat building and the rewards of being on the water. We enable the building of small boats, provide educational opportunities, sponsor on-water events and promote an awareness of maritime history, its traditions and ecology with an emphasis on the Great Lakes.

Identified Strategic Areas for the next two years.

Organizational Development

Objective

Develop and enhance the needed organizational structures to support the dramatic growth of the organization in the last several years

Goals (measurable)

Board Development (Thomas Wagner, Paul Herrgesell, Ron Abate)

- Identify Chair of the Board to marshal in the revamped Board- By May 17
- Define the purpose and responsibilities of the Board of Directors- June
- Define the responsibilities of the individual Board Member- June
- Define Board structure- June
- Define the role of the Executive Director- May
- Define desired attributes of board members-collectively and individual roles- Sept
- Define optimal size of Board- Sept
- Review all board documents (Vision Statement to Constitution to policies)- Sept
- Recruit new board members- Sept
- Put in front of membership any new by-laws and slate of board members for Nov vote
- Review of all efforts and documents at the end of 2025

Develop an Operational Group to spread the load of running the organization by recruiting more members to be responsible for specific activities.-Phased Approach (Kevin Hoy, Paul Jira, Joe Seguin, Ed Neal)

- Identify Phase One (2025) and Phase Two (2026) operational structures- April
- Define the structure of the group identifying the needed positions- May
- Define the roles of the key managerial positions with required qualifications- May
- Recruit needed personal- June for Phase 1
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Develop a succession plan for the Executive Director (Steve Frye, Paul Herrgesell, Tom Wagner)

- Identify the qualifications required of the potential candidates- June
- Identify the Search Process- June
- Corral the new Executive Director- Oct

Develop rationale for membership dues increase- Sept

Enhance organization's Member/IT interaction (Ed Neal, Kevin Hoy, Andrew Nahlik, John Mikolich)

- Develop comprehensive interactive calendar of all activities and events on line- Dec
- Enhance ability to communicate all activities on line to membership and community at large- Dec
- Develop ability to sign up for all classes and events on line- Dec
- Develop ability to accept payments and donations on line- Dec
- Redesign the website to reflect these increased abilities- Dec
- Develop Social Media- Dec
- Establish an online forum for CABBS questions on boat building, boat repair, and boating-2026
- Newsletter and Archives available to members on the Web Site
- Develop the ability to sell merchandise on Web Sites
- Review all efforts and goals at the end of 2025 for 202

Form working group to develop process to getting younger members involved- May

- Define current membership through questionnaires- May
- Continue to track organic growth- Dec
- implement procedures for ongoing activities to encourage younger membership- Dec

On the Water Events/Opportunities

Objective

Enhance and expand boating access for members and the greater community to experience the joy and appreciation of small craft boating

Goals (measurable)

(Paul Herrgesell)

- Develop 3-5 on the water events for membership open to wider community for 2025- April
- Develop 5-7 on the water events for membership open to the wider community for 2026- Dec
- Develop strategy to have 3-5 CABBS boats in 2025 and 8-10 in 2026 on the water at each event- May
- Have 1-2 CABBS boats on the water for each outside event- April
- Develop guidelines for running the event including identifying Leader- April
- Develop safety regulations for each event and resolve liability issues
- Identify the needed skill set for each event- April
- Develop and an effective communication manner and advanced registration for each event- Nov

Community Involvement

Objective

Explore/develop relationships with like minded organizations and the broader community to support our mission of enhancing the appreciation of small craft boating and the area's maritime traditions

Goals (measurable)

(Thomas Wagner)

Parker Community Sailing Center

- Define ideal involvement with the Parker Community Sailing Center (PCSC)- May

- Negotiate that involvement with The Foundry and The MetroParks- July
- Identify resources needed for CABBS to fulfill that involvement- July

Interaction with other Organizations(Steve Frye, Thomas Wagner, Ed Neal)

- Define criteria (requirements) for participation in outside events- Dec
- Participate in 3-10 events representing CABBS (Riverfest, Blazing Paddles, Boat Show, etc)- Dec
- Identify 7 other potential collaborative organizations and initiate conversations- Dec
- Explore possibility of being the collector and disseminator of information regarding small boat lakefront and river events-Dec

Explore concept of a CABBS 1-design small craft/fleet to drive membership and facilitate potential group projects- 2026

CABBS sponsored event in 2029

- Host region wide community event on the water in 2029
- Develop draft concept of the event- May
- Initiate a concept committee- Sept

Work Space

Objective

Achieve a stable work space to support current efforts and allow further growth

Goals (measurable)

(Steve Frye, Paul Herrgesell, Tom Wagner, Ed Neal, Vic Janezic, John Mikolich)

- Discuss with landlord what his plans are for the building in the next two years- May
- Define parameters for “Ideal Facility”- June
- Identify needed improvements within the next two years for current work place- June
- Explore open access or set hours for the Facility-Sept
- Identify ideal outcome for discussions with current landlord- Sept
- Negotiate agreement with current landlord- Dec

Board to dedicate end of the year session to review progress on objectives and goals and amend plan as warranted. This would include goals with dates for the next two years.