

# Board meeting

October 2025

## Meeting information

Date:	3 October 2025
Time:	4:00 - 5:30 PM in London / 11:00 AM - 12:30 PM in New York
Location:	Please join via Zoom link in the calendar invitation
Meeting type:	Regular
Notice given:	March 27, 2025
Next meeting:	TBA
Attending:	<a href="#">+ Dryad Board Register: For attendance, votes, decisions and actions</a>

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## Executive Summary

The Board of Directors convened to approve key governance items and authorize the Executive Director to act on several strategic initiatives related to Dryad's business model, legal structure, and employee benefits. The Board approved the minutes from the May and June meetings and appointed a new slate of officers. The Executive Director provided a comprehensive health check, noting strong performance in Platform Development but highlighting a critical risk in timely execution of new partner agreements for the January 1st fee model change. The Board authorized the Executive Director to proceed with actions supporting the new Value Proposition, a shift from a membership to a partnership/community legal structure, and the establishment of a U.S. Benefits plan.

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## Agenda Items

### 1. Preliminaries and Acknowledgments

The Chair acknowledged the success of the recent community event and specifically thanked the Finance Committee for their skill and distributed capacity in communicating Dryad's finances.

## 2. Approval of Previous Minutes

The May and June Board minutes were presented for approval.

## 3. Dryad Health Check

The Executive Director, Jen Gibson, provided an update on the organization's health, covering operational, programmatic, and financial components:

- **Platform Development:** The team is performing exceptionally well, delivering features at a good pace and having time for necessary server maintenance, having moved past transition tasks.
- **Data Publishing (Curation):** The team has committed to hiring a new full-time Data Curator to add capacity. A backlog of 2,300 datasets awaits author action, which the team estimates could be worth over \$200,000. This new capacity will be supported by an unanticipated \$66,000 in additional revenue gained by changing the fee model to payment at submission.
- **Partnership & Finance:** NIH funding is stable through February 2026. A high level of concern was noted regarding the capacity to execute all 80 partner renewal agreements for the new fee model, which takes effect January 1st. A consultant was brought in for temporary support to automate the agreement process. The new fee model agreements are a new process for both Dryad and its partner base, requiring a higher degree of administrative work and individual consultation.
- **Executive Director Appraisal:** The board received the report on the Executive Director appraisal.

## 4. Board Succession and Officer Appointments

The board was informed of the election of two new board members: Andrea Chiarelli and Juan Diego Gaitan-Espitia. A slate of new officers was presented for a vote.

## 5. Strategic Authorizations

The Board discussed the Executive Director's authorization to act on three critical strategic areas:

- **Value Proposition and Business Model:** Authorization by vote to act on the three core components of the new value proposition to grow the business.
- **Legal Structure and Community:** Authorization in principle to pursue a legal resolution to replace the concept of "membership" with a wider view of "community" and

partnership, reflecting the shift in the community's engagement.

- **Committees** - Authorization by vote to act on Item M Committee Planning regarding winding down and spinning up committees.

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## Key Decisions

(See [+ Dryad Board Register: For attendance, votes, decisions and actions](#) )

1. To approve the motion to approve the minutes of May 2025
2. To approve the motion to approve the minutes of June 2025
3. To approve the appointment of Officers: A Beckerman as Chair, Ian Mulvany as Vice-Chair, Bekah Darksmith as Treasurer, Barbara Ebert as Secretary
4. To authorize the ED to act on the core three components of the Value Proposition to develop the business model and grow Dryad against this framework
5. To authorize the ED to act on Item M Committee Planning (Oct 3 Agenda) regarding winding down and spinning up committees.