

## PROFESSIONAL REFERENCES FOR DAVID H. TOMAN

**Glenn D. Hoagland**

*President & CEO, The Seeing Eye*

*Former: President & CEO, The Mohonk Preserve*

“I sought out and hired David Toman to be Vice President for Mohonk Preserve in 2012, an organization I had led from 1993 to 2019. I needed a senior nonprofit leader who was versatile, intelligent, experienced, and willing to take on complex new challenges. I had some knowledge of David’s acumen from his high profile as a national leader and presenter in the Association of Nature Center Administrators network (ANCA). In addition, he came highly recommended by a fellow CEO who had hired David and worked with him for years, who said “there is nothing this guy cannot do or learn to do.” David answered the call and within months of starting as Mohonk Preserve’s Vice President with supervisory responsibility for the major program areas of Education, Conservation Science, Land Protection, and Land Stewardship, we realized his administrative skills and background in nonprofit finance were equally needed. Our accounting system was antiquated and lacked sufficient automation and internal controls. David stepped up and overhauled the financial accounting system, also becoming our Chief Financial Officer, taking on supervisory oversight for our business management, HR, and information technology functions. Among his successes was streamlining and improving our annual presentation to independent auditors, helping us achieve National Land Trust Accreditation (and renewal), expanding education program offerings and revenues, and assessing and structuring several job functions and departments for improved efficiency and cost management. In sum, David is an experienced and well-rounded nonprofit professional who will add value to any organization.”

**Michael E. Riska**

*Executive Director (Retired), The Delaware Nature Society*

“I was Executive Director of the Delaware Nature Society for 28 years and in my last ten years I hired David Toman to manage the business and finance functions of the Society. He immediately raised the confidence of our board and stakeholders to oversee the organization in those functions. David demonstrated his deep commitment to all aspects of the society’s environmental mission. He was a strong member of my seven-member leadership team, always saw the big picture, is a team player and demonstrated the ability to lead. I purposely mentored him to be a future executive director. He was responsible for multiple organization wide projects, coordinating with other Associate Directors and achieving success for the Society. I recommend him without reservation for any organization leadership role.”

**Tom Fucito CPA, P.C.**

“As a professional CPA and auditor for more than 27 years for many entities, including not-for-profits, David Toman’s honest and professional approach and understanding of management’s role, financial statements, his operations, interpretations and budgeting skills are second to none among all of those I have encountered. In my experience with him as CFO he has been able to adapt in uncertain times, to meet and even exceed expectations while working with diverse individuals in many different departments.”