

# 2025 BOARD COMMITTEES & COMMITTEE OBJECTIVES

## EXECUTIVE COMMITTEE

President*	Barry Ramage
Vice President	Rajene Hardeman
Secretary	Jill Leinung
Treasurer	Stuart Auchincloss
Member-at-Large	Kenneth Goldberg

### AUDIT

Chair: Kenneth Goldberg (U)  
Peter Carey (P)  
Charles Kutcher (G)  
Janet Schnitzer (C)  
Mark Williams (D)  
Rebekkah Smith Aldrich (Staff Liaison)  
James Coyle (Staff Liaison)

### BOARD DEVELOPMENT\*\*

Chair: Barbara Swanson (G)  
Kenneth Goldberg (U)  
Janet Schnitzer (C)  
Kevin Finnegan (P)  
Mark Williams (D)  
Rebekkah Smith Aldrich (Staff Liaison)

### BYLAWS, POLICY & PROCEDURES

Chair: Peter Carey (P)  
Leslie Gerber (U)  
Charles Kutcher (G)  
Janet Schnitzer (C)  
Mark Williams (D)  
Rebekkah Smith Aldrich (Staff Liaison)

### FACILITIES

Chair: Carla Taylor (P)  
Leslie Gerber (U)  
Jenny Post (C)  
Mark Williams (D)  
Rebekkah Smith Aldrich (Staff Liaison)  
Chris Herron (Staff Liaison)

### FINANCE

Chair: Stuart Auchincloss (U)  
Kevin Finnegan (P)  
Rajene Hardeman (D)  
Jill Leinung (C)  
Thomas Silvius (G)  
Rebekkah Smith Aldrich (Staff Liaison)  
James Coyle (Staff Liaison)

### INCENTIVES\*\*

Chair: Carla Taylor (P)  
Rajene Hardeman (D)  
Jill Leinung (C)  
Charles Kutcher (G)  
Leslie Gerber (U)  
Rebekkah Smith Aldrich (Staff Liaison)  
Laura Crisci (Staff Liaison)

### NOMINATIONS & ELECTIONS

Chair: Janet Schnitzer (C)  
Ken Goldberg (U)  
Carla Taylor (P)  
Barbara Swanson (G)  
Rebekkah Smith Aldrich (Staff Liaison)

### PERSONNEL & PLANNING

Chair: Rajene Hardeman (D)  
Stuart Auchincloss (U)  
Kevin Finnegan (P)  
Jenny Post (C)  
Thomas Silvius (G)  
Rebekkah Smith Aldrich (Staff Liaison)

### Board Working Group

**Government & Community Relations**  
(reports to the Finance Committee)

Chair: Jill Leinung (C)  
Peter Carey (P)  
Jenny Post (C)  
Thomas Silvius (G)

Alumni Members:  
Priscilla Goldfarb  
Myrna Sameth  
Richard Swierat  
Mark Wilson

### Board Advisory Group

**Core Values**  
(reports to the Executive Committee)

Chair: Rajene Hardeman (D)  
Stuart Auchincloss (U)  
Barbara Swanson (G)

\*The President "...shall serve ex-officio as a member of all committees except the Nominating Committee" (MHLS Bylaws)

\*\* Preferably at least one from each county

# 2025 Committee & Working Group Objectives

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## **AUDIT COMMITTEE**

Reviews matters related to financial statements, the systems of internal controls and compliance, and the annual independent audit process, including the recommended engagement of and receiving of all reports from the auditors.

## **BOARD DEVELOPMENT COMMITTEE**

The Board Development Committee reviews and oversees the orientation of MHLS Trustees, as well as staff initiatives that support trustees of member library boards and the MHLS Board. Those initiatives include the MHLS Annual Membership Meeting and trustee workshops. With staff support, the committee also encourages, models and evaluates the advocacy of the MHLS Board and its outreach to member library boards. The committee preferably includes at least one representative from each county.

## **BYLAWS, POLICY AND PROCEDURES COMMITTEE**

Reviews the MHLS Bylaws and presents a report and recommendations at the Board of Trustees May meeting, following which the board may present its recommendations for amendments at the annual meeting. Reviews and recommends MHLS policies and procedures other than those that are explicitly covered by other committees.

## **EXECUTIVE COMMITTEE**

“The Executive Committee, consisting of the officers and the immediate Past President, if the immediate Past President is still a member of the Board, and otherwise in conformance with New York State Law, shall transact such business as may be necessary between meetings of the Board. If the Past President is no longer seated on the Board, the Nominating and Elections Committee will nominate an additional member” -MHLS Bylaws

## **FACILITIES COMMITTEE**

Provides oversight for the maintenance and management of MHLS facilities and grounds, including facility infrastructure, such as communication and I.T. systems. Meets at least twice a year, including an annual physical inspection and review of the MHLS facilities.

## **FINANCE COMMITTEE**

Always keeping in mind the Triple Bottom Line (as outlined in the board approved Sustainability Policy), this committee reviews the system budget for the forthcoming year, makes modifications to the current year, and monitors financial performance. Preferably at least one trustee from each county.

## **INCENTIVES COMMITTEE**

Responsible for the continuing review of the MHLS grants program. Presents its recommendations for the following year's grants program to the board prior to the review of the next year's budget.

## **NOMINATING AND ELECTIONS COMMITTEE**

Presents, at the September meeting, a slate of Executive Committee members for the following year's board of trustees. The officers are elected at the December meeting. The Chair of this committee will also prepare and conduct the election of trustees at the annual meeting. The committee upholds the MHLS core values of equity, diversity, and inclusion in its work. The committee is preferably comprised of a representative from each county.

## **PERSONNEL AND PLANNING COMMITTEE**

The Committee, consistent with MHLS' vision, mission and core values, works to prepare and review the System's formal long-range Plan of Service. It also sets goals for the System and monitors its progress in connection with these plans and goals and, where necessary, advises appropriate adjustments. The Committee reviews and makes recommendations regarding the executive director's job description and evaluation procedure, salaries, benefits, and other matters pertaining to staff and employment conditions. The Committee reviews and negotiates the contract with the MHLS unit of the CSEA.

## **GOVERNMENT & COMMUNITY RELATIONS WORKING GROUP**

To raise the profile of the Mid-Hudson Library System; In a way that ensures stakeholders, such as member library leaders and legislators, understand the value of the System to our member libraries and communities while also promoting the value of our member libraries; So that stakeholders contribute to the financial sustainability of the System.

## **CORE VALUES ADVISORY GROUP**

The purpose statement of the Core Values Advisory Group is to support MHLS in authentically addressing our core values as they apply to the governance of the system

*From the **MHLS Board Rules and Procedures:***

*“...Working Groups are ad hoc committees formed temporarily to focus on a particular project or challenge. Working Groups are structured under a particular Standing Committee and report to that Standing Committee.*

*Advisory Groups are ad hoc committees formed temporarily to advise the board on a particular topic or area of focus. Advisory Groups are structured under the Executive Committee and report to the Executive Committee, unless the Executive Committee delegates oversight of an advisory group to a standing committee...”*

\*The President “...shall serve ex-officio as a member of all committees except the Nominating Committee” (MHLS Bylaws)

\*\* Preferably at least one from each county