



COUNTY OF ERIE

MARK C. POLONCARZ
COUNTY EXECUTIVE

January 10, 2025

Erie County Legislature
92 Franklin St., 4th Floor
Buffalo, NY 14202

Re: Re-appointment to the Buffalo & Erie County Public Library

Dear Honorable Members,

Pursuant to Section 2204 of the Erie County Charter, I hereby re-appoint and submit for your confirmation of the following individuals to the Buffalo and Erie County Public Library Board of Directors with terms expiring on December 31, 2029:

Alan J. Bedenko
1111 Elmwood Avenue
Buffalo, NY 14222

Carima El-Behairy
46 Berkley Place
Buffalo, NY 14209

If you have any questions about this matter, please feel free to contact my office at 858-8500.

Sincerely yours,

A handwritten signature in blue ink that reads "Mark C. Poloncarz".

Mark C. Poloncarz, Esq.
Erie County Executive

cc: Appointees
John Spears, Library Director (spearsj@buffalolib.org)

MCP/nn

Carima El-Behairy

Buffalo, NY 14209 • (716) 983-3431 cell • www.ccelbehairy.com

Email: carima@ccelbehairy.com ▪ LinkedIn: www.linkedin.com/in/carimaelbehairy

Executive / Community Leader / Business Owner

An accomplished Chief Executive Officer and Business leader with a proven track record. Years of experience in Finance, Operations, Fundraising, Grants and Team management, as well as the ability to strategically and accurately plan for the future using data and recognizing opportunities.

CCE Consulting, Founder

2016 to Present

- Focused on Women Owned Businesses and non-profits in transition, after merger, and restructuring to achieve success by meeting financial, growth and strategic goals.
 - Focused on Earned Revenue Modeling, to moving non-profits from a grant reliant budget to earned revenue.
- 2024 clients include:** Earthwise Pets, Hamburg NY; Black & Ginger, Warsaw Poland; and welcome2bflo.com

Buffalo Heritage Carousel Inc. (BHC)

2020 to March 2024

Executive Director, August 2021 to December 31, 2023

Director of Operations and Development, October 2020 to August 2021

Consultant, January 1, 2024 to March 2024

Pilot Workforce Development Program launched February 2024, a collaboration between the BHC and McKinley High School, giving students the opportunity to learn about restoration, engineering and history, and opening doors to the trades and the Buffalo State Restoration Department.

Took over the stalled \$6.8M project, opening to the public May 28, 2021, with over 200,000 riders in 28 months of operation. 2024 was fully funded and re-opened April 1, 2024.

- Reported directly to the Board of Directors and part of the executive team.
- Member of the Governance, Finance and Education Committees

Human Resources

- Responsible for all hiring and onboarding of staff, and volunteers as well as termination
- Ensured all training is current and up-to-date, for employees and volunteers.
- Ensured continuing education is available for employees and volunteers

Operations

- Created and maintains all internal policies
- Created the e-commerce website, its implementation and redesign in May of 2022.
- Oversaw the website and content & all social media content.
- Created and implemented the 2020-2024 Strategic plan, across all departments of the organization, including the board responsibilities.
- Expanded each department by restructuring and targeting neglected revenue streams to fund them such as: Education; Membership; Docents and restoration.

Facility

- Managed the physical site, in addition to the Maintenance Team, and assigned repairs as needed as well as all inspections
- Ensured proper permits from the State and city are current
- Created all compliance documents such as the approved Covid-19 opening plans, for the State of New York, Department of Labor and the City of Buffalo.

Financial

- Created the 2021, 2022, 2023 and 2024 operating budgets.
- Sourced all purchases, for operations and capital.
- Ensured 2024 is fully funded with Public and Private grants, Sponsorship and earned revenue.
- Oversight of the AR/AP department, and grants tracking
- Created and Implemented all financial controls for the entire operation.

Development

- Created membership, sponsor and donor opportunities.
- Created, implemented and oversight of the new grants program. Responsible for all grants and tracking.
- Personally raised 75% of the 2023 budget and 100% of the 2024 budget.

External

- Spokesperson for the organization
- Appeared in over 100 media articles, videos and magazine interviews locally and Internationally from October 2020 to January 2024, representing the organization.
- Understood key stakeholders and keeping them engaged, from the Board of Directors to political leaders and funders to the media and cultural partners.

Career History *(Continued)***Association Typographique Internationalé (ATYPi)****2015 to present****Treasurer from 2015 -2018, 2024 CFO from 2018 to 2023****Chairperson of the Finance Committee, Lead for the annual conference in Brisbane 2024**

Industry Leader in the promotion and education of typography in a challenging global environment. Managing Atypi's earned revenue, as a 501 c 3 California Corporation, with an international Board of Directors, from an office located in Buffalo, NY.

Managing clients that include Adobe, Microsoft, Monotype, Oracle, Google, Apple, and multiple smaller foundries. Driving the processes to ensure success even in times of hardship or recession. Currently, Atypi maintains an average of 300 days revenue at all times, as well as engaging full time staff located globally. Part of the Executive Team, working towards establishing economic independence. Reviews all contracts, oversees all accounting transactions, meets with stakeholders to promote Atypi Internationally, attends all committee and board meetings.

Works with the Executive Director to produce Board packets, including and not limited to: the Annual Budget; Programming projections; P/L; 990 Review; Cash flow, Conference budget and strategic planning.

P22 Inc. DBA P22 type foundry**1999 to July 1, 2017**

P22 type foundry (P22) is a boutique design house specializing in the design and distribution of digital type, commonly known as fonts, with a current library of over 1,700 typefaces. One of the oldest and most successful type foundries worldwide, P22's primary focus is the revival and digitization of historical typefaces.

Co-Founder, Managing Partner and CFO

Led P22 to achieve industry recognition for its commitment to collaborating with museums and foundations to produce accurate products, thereby ensuring both name recognition and financial support for their programs.

- **Managing Partner** – Managed a full-time staff of nine, in addition to five consultants and 28 independent designers worldwide. Responsible for all HR decisions for the company as well as the facilities, and overseeing the day-to-day office management, including all purchases and expenditures. Responsible for all aspects of the facilities.
- **Museum, Foundation & Designer Licensing** – Initiated and maintained contact with all museums, foundations and designers. Served as point person for all current and existing projects. Ensured all royalties are attributed accurately and paid on time.

Worked with the licensing department of the following Foundations and Museums: The Albright-Knox Art Gallery, Artist Right Society, ASAP, the Burchfield Penney Art Center, the FLLW Foundation, Hamilton Wood Type Museum, Josef Albers Foundation, LAMOCA, London Transport Museum, Philadelphia Museum of Art, and the Whitney Museum of American Art.

Oversaw product licensing including contracts with new designers, licensed products, distributors, and End User License Agreement (EULA) modifications, as well as legal actions and contract modifications.

- **Finance & Budgeting** – Created long-term projections and budgets. Oversaw \$2M in assets and a \$750K annual budget. Managed the division and posting of dividends to partners. Oversaw tax filings, Schedule K filings, royalties and insurance.
- **Project Management** – Lead the Hamilton Wood Type Project (Jul 2012 to 2017). Acted as lead contact/coordinator between P22, Hamilton, and Adobe regarding the marketing and 2014 rollout of three original typefaces designed by Adobe. Responsible for contracts, timelines and marketing.
- **Acquisitions & Divestitures** – Negotiated the 2004 purchase and acquisition of Lanston Type Foundry, founded in 1887; secured all past, current, and future IP rights in perpetuity. Purchased Rimmer Type Foundry in 2005; secured all IP rights: for all designs by living artists. Sold the Rimmer Type foundry to Canada Type in 2012, six years after purchase for 3X purchase price.
- **Industry Leadership** – Guest speaker, representing P22 at industry conferences, including and not limited to: Typecon, TypoBerlin, TypoLondon, TypoSanFrancisco, Pecha Cucha NYC, Atypi Conferences, Museum Store Association Conferences, the Business of Type at Microsoft, Communicators of WNY and Wazgoose in Wisconsin.

Community Organizations, Founder**Western New York Book Arts Collaborative****2006 to 2012**

The WNYBAC promotes greater understanding of printing and book-related arts through education, creation, and exhibition. The Center features a letterpress and screen-printing studio, a gallery, a working print museum, and a boutique. **Co-Founder, Treasurer of the Board of Trustees**

Co-founded and incorporated the organization; filed for 501 (c)(3) status on behalf of the organization, which was received within 3 months and backdated to original date of incorporation without a probationary period; also filed for NYS Charities status.

- **Grant Writing** – Authored grants and received \$198K in funding for new programming from the Richard W. Rupp Family Foundation, James H. Cummings Foundation, Marks Family Foundation, M&T Foundation, John R. Oishei Foundation, Western New York Foundation and Council Member Darius Pridgen, City of Buffalo and Erie County, 2010-2012.

- **Finance & Budgeting** – Developed and presented all budgets to Board of Trustees. Created and implemented revenue streams that provided the basis for the “Earned Revenue Model” which removed all reliance on grants for operations.
- **Community Liaison** – Advocated on behalf of WNYBAC to City, County, and State Legislators. Acted as liaison to the Buffalo Public Schools Hearts Program, and BPS.
- **Board Leadership** – Chaired the Finance Committee, Board Nominating Committee, Board Development Committee, Facilities Committee, and Annual NYE Fundraiser. Provided Board training; authored strategic plans; Chair of the first Executive Director Search in 2011.

Western New York Charter School Coalition

2004 to 2009

The Coalition represented all the charter schools in Western New York, acting as a strategic partner in teacher training, board training, and administration best practices.

Co-Founder, Chairman of the Board, 2008 to 2009

Vice Chairman, 2006 to 2007

Search Committee Chair, 2005

Member at Large, 2004 to 2005

- **Organizational Leadership** – Hired the Executive Director in 2005; served as Board Member and Treasurer at Oracle Charter School, and Board Member and Vice President at Sankofa Charter School; also served as Chair of the Coalition’s Merger Committee.

Oracle Charter School

2002 to 2007

Oracle Charter School empowered students with the knowledge and skills necessary to become responsible citizens who are able to meet life’s challenges and succeed.

Co-Founder, Treasurer of the Board of Trustees

Chair of the Facilities Committee

- **Finance & Treasury** – Co-authored and created the budget for the Charter School application submitted to SUNY. Developed banking relationships; performed due diligence and found the investment group that enabled the school to finance and purchase its own building.
- **Organizational Leadership** – Recruited Board of Trustees members; created and chaired the Finance Committee; advocated on behalf of the school in the community and in political arenas.

Current Community Leadership

Buffalo and Erie County Public Library Board of Trustees March 2019 to December 2025 re-appointed January 2022.

- **Vice Chairperson, elected 2022**

Overseeing 37 libraries, 300+ employees and the \$34M annual Budget

The Library Foundation of Buffalo and Erie County January 2020 to December 2023

- **Vice President, Board of Trustees**

Oversight of \$4M+ budget and directing funds to support the Buffalo and Erie Co. Library

Association Typographique Internationalé (ATYPi) 2012 to 2027

- **Treasurer**, 2015 to 2018, 2024-27
- Chair, Governance Committee and Finance Committee

Basenji Rescue & Transport (BRAT) 1994 to present

- In Home evaluator, foster,
- WNY/S. Ontario Transporter

Past Community Board Leadership

Planned Parenthood of Central and Western New York (PPCWN) 2014 to December 31, 2018

Treasurer, 2014 to 2018 Chair, Finance Committee,
Executive Director Search, 2016

Irish Classical Theatre Co. 2010 to 2016

Board Member

Chair, Development Committee Member, Board Development Committee, Member, Strategic Planning Committee

Planned Parenthood of WNY 2005-2014

Treasurer, 2013 – 2014,

President, 2011 – 2012, Chair, Merger Committee, 2011 – 2012

Vice President, 2009 – 2011, Chair, Strategic Planning Committee, 2010

Treasurer, 2005 – 2009, Chair, Finance Committee, 2005 – 2009

Past Community Board Leadership

(Continued)

Sankofa Charter School 2007 to 2009

Vice President, 2007 – 2009

Burchfield Penney Art Center

Committee Member, Capital Campaign 2006 to 2008,

Frederick Law Olmsted School 2005 to 2008

OPTO Vice President, 2007 – 2008

Planned Parenthood of Buffalo and Erie County 2004 to 2005,

Co-Treasurer, 2004 – 2005

Westminster Early Childhood Center 2000 to 2003,

Secretary of the Board, 2003

Fair Co-Chair, 2001, Fair Chair, 2002

Brainstorm 2000 to 2001,

Vice Chairperson, 2001

Show Co-Chair, 2000

Art Directors of Buffalo - Merged into Brainstorm 1997 to 1999

Member at Large, Merger Committee, Branding & Identity Committee

Education / Professional Development

State University of New York College at Buffalo

Bachelor of Science in Design Minor in Business Administration

Lawrence Institute of Technology

Associates in Architecture

State University of New York at Buffalo

Non-Profit Accounting Certification Program

Harvard Business School Club of Buffalo

Management Development Program

Awards and Honors

“VIP Woman of the Year”

March 2013

National Association of Professional Women (NAPW)

“Women Who Mean Business”

September 2005

Business First Magazine

Mentoring / Community

“Women to Women Mentor Program” 2006 to 2008

Mentor, Buffalo Niagara Partnership

Berkshire Young Women and Girls Entrepreneur Conference, April 2007,

Mentor, Canisius College

Everywoman Opportunity Center 2012 to 2013

Instructor, Business 101, Business 102 Courses

Western New York Book Arts Collaborative 2008 to 2012

Field Trip and Workshop Instructor

Personal and Professional References upon request

ALAN J. BEDENKO
1111 Elmwood Avenue • Apartment 304 • Buffalo, New York 14222
(716) 903-6255 • abedenko@gmail.com

Bar Admission

- State of New York, Third Department, April 1995
- Commonwealth of Massachusetts, December 1994 (ret'd)
- United States District Court, Western District of New York
- United States District Court, Southern District of New York

Experience

2019 – present **Smith, Sovik, Kendrick & Sugnet, PC** **Buffalo, NY**
Partner

- Trial of insurance defense civil matters throughout New York State, including medical malpractice, general liability, premises liability, automotive and truck liability, construction site accidents, and attorney malpractice
- Motion practice, court appearances, and appellate practice routinely
- Handle litigation from intake through discovery and trial
- Conduct jury and bench trials throughout New York State
- Participate in mediation and arbitration

2018 - 2019 **Burden, Hafner & Hansen, LLC** **Buffalo, NY**
Associate

- Trial of insurance defense civil matters throughout New York State, including general liability, automotive and truck liability, employment discrimination matters, and attorney malpractice
- Motion practice, court appearances, and appellate practice routinely
- Handle litigation from intake through discovery and trial
- Conduct jury and bench trials throughout New York State
- Participate in mediation and arbitration

2010 – 2018 **Feldman Kieffer, LLP** **Buffalo, NY**
Partner

- Trial of insurance defense civil matters in all trial courts in New York State, including general liability, municipal liability, lead paint litigation, asbestos litigation, employment matters, automobile liability, nursing home negligence, and environmental torts.
- Motion practice, court appearances, appellate practice routinely
- Development of new business, and maintenance of existing business

ALAN J. BEDENKO

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- Conduct jury and bench trials in all courts in New York State • Participate in private and court-appointed mediation
- Private arbitrator for attorneys throughout western New York

2001 – 2010 **Travelers Insurance** **Buffalo, NY**
Staff Counsel

- Trial of insurance defense civil matters in all trial courts in Western New York including general liability, subrogation, and automobile liability
- Motion practice, court appearances, appellate practice
- Handled over 60 unique matters at any given time, including subrogation prosecution

1997-2001 **Law Office of Alan J. Bedenko** **Boston, MA**
Sole Practitioner

- Trial of civil matters in District, Superior and Federal District Courts.
- Trial of criminal matters in District Courts.
- Appointed to represent indigent criminal defendants in Brookline District Court.
- Grew firm from clientele of zero, to successful practice concentrating on housing litigation, personal injury law, consumer protection matters, and criminal defense.
- Solely responsible for marketing, web design, firm management.

1994-1997 **Boone & Henkoff** **Boston, MA**
Associate

- Trial of civil matters in District, Superior and Federal District Courts.
- Assisted partner with prosecution and defense of various civil and criminal matters.
- Developed concise and persuasive writing and verbal styles.

1991-1994 **Pepsi-Cola International** **Valhalla, NY**
Regulatory Scientist

- Monitored and researched domestic and international regulatory issues concerning food and the environment as relevant to corporation.
- Created and implemented environmental compliance programs for bottlers and concentrate facilities.
- Assisted in creation and implementation of regulatory strategies involving foreign and domestic bottled water, refillable plastic containers and the phase-out of ozone-depleting chemicals.

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COMMUNITY

- 2015 – date: Member of the Board of Trustees, Buffalo & Erie County Public Library
2017 – 2019: Vice-Chairman
2020: Secretary
2021 - 2024: Treasurer
- 2014, 2015: Named to Buffalo Business First's "Power 250" List of Most Influential People in western New York
- 2015 – 2019: Contributor to *The Public*
- 2011 – 2014: Contributor to *Artvoice*
- 2007 – 2017: Member of Clarence Democratic Committee
- 2004 - 2014: Contributor to the *Buffalo Spree*
- 2010: Delegate to Erie County Judicial Nominating Convention
- 2003 – 2011: Contributor to *WNYMedia.net*
- 2004 – 2008: President (2005 – 2007) and member of the board of directors of the WNY Coalition for Progress, a non-partisan think tank
- 2007: Candidate for Erie County Legislature, District 4
- 2005, 2006: Revived and operated a volunteer effort to restore Santa's Park to Chestnut Ridge Park after it had been cut from the county budget. Raised over \$2,000 for the Food Bank of WNY

EDUCATION

- | | | |
|-------------|---|-------------------------|
| 1994 | Pace University School of Law | White Plains, NY |
| | <ul style="list-style-type: none">• J.D.: Dean's List: Fall 1992 – Spring 1994• American Jurisprudence Award for Excellence in Trial Practice 1994 | |
| 1990 | Boston University | Boston, MA |
| | <ul style="list-style-type: none">• B.A., Political Science | |

SKILLS

Conversational fluency in Croatian, Bosnian, Serbian (f.k.a. Serbo-Croatian).
Minimal understanding of Russian, French, German.