



Roles and Responsibilities of the Board of Directors (adopted 2.13.19) Board Culture Agreement (adopted 6.22.22)

Mission

The Museum Association of New York shapes a better future for museums and museum staff by uplifting best practices and building organizational capacity through advocacy, training, and networking opportunities.

Aspirations

- Support museums becoming sustainable and positive places that
 - are essential to their communities.
 - create opportunities for historically marginalized museum employees to learn about, work in, and contribute to the field.
 - contribute to the economic vitality of their region.
 - offer opportunities for creativity and civic engagement.
 - lead to environmental responsibility.
 - share inclusive history and culture.
 - promote lifelong learning.
- Advance accountability in administrative, financial, and collections management practices.
- Advocate for the adoption of living wage for museum staff and aspiring museum staff that recognizes responsibilities, experience, education, and skills.
- Inspire museum professionals to stay in the field through professional development, continuing education, community building, and by providing opportunities to reimagine and reinvent museums.
- Secure the future of the Museum Association of New York and advance the goals of the organization by attaining reliable and stable finances to support staff positions and operations.

Roles and Responsibilities

Overview

The governance of the Museum Association of New York shall be vested in a duly-elected Board of Directors with responsibilities and obligations for the custody, control and direction of MANY property and assets under the auspices of New York State statutes, the bylaws and appropriate federal rules and regulations. A principal obligation of Directors is to understand and evaluate the mission, programs, and priorities of MANY.

Roles and Responsibilities continued

MANY is committed to recruiting and developing board members with the following competencies and attributes, which are seen as critical to sustaining a dynamic, innovative and responsive organization that serves nearly 1,700 museums and heritage organizations in the state's 62 counties:

- Have a passion for the association's mission
- Reflect the diversity of the state's museum community
- Are proven innovators and organizational leaders
- Constructively address organizational challenges
- Are self-reflective

Individual Responsibilities

- Embrace MANY's mission and be an advocate of the work of the field and for the organization.
- Promote diversity in programming, membership, staffing, and board representation.
- Be fully engaged in the work of the MANY by attending board meetings, reviewing all written materials and financial statements, and serving on committees, special project committees and/or in working groups.
- Be a resource to MANY staff as needed.
- Be engaged professionally in the field through participation in national and subject specific associations; be actively engaged or supportive in providing service to the field in New York State or nationally.
- Contribute a minimum of \$300 personally to the financial security of the organization and/or secure donations that total \$300 through a variety of fund development efforts such as annual and special appeals, sponsorships, silent auction donations and purchases.
- Be willing and available to attend an orientation at the outset of one's term.
- Support the decisions of the Board.
- Attend MANY's programs, including the annual conference.
- Be engaged with other Board members, staff and the communities we serve.
- Keep MANY staff informed of personal career and institutional changes.

Collective Responsibilities

- Understand the culture of MANY; rely on the mission and strategic plan for decision-making.
- Help shape institutional direction and ensure a strategic approach.
- Be well informed about MANY, and understand Board roles, responsibilities, and performance
- Participate in Board education and self-assessment.
- Promote diversity in programming, membership, staffing, and board representation.
- Have a sense of inclusiveness; identify and cultivate leadership within the Board.
- Approach problems from a broad institutional outlook.
- Value a diversity of perspectives.
- Encourage meaningful partnerships and alliances.

- Operate within an effective committee structure.
- Have and respect term limits.
- Regularly review the chief executive's performance related to stated goals.

Collective Culture Agreement

Collectively, we agree to bring these perspectives to our work with the MANY Board of Directors, staff, volunteers and constituents.

With one another:

- Present
- Open to other opinions
- Transparent/honest with your opinions
- Assume best intent
- Collaborative

With the MANY team:

- Supportive
- Helpful
- Mindful of boundaries
- Respectful
- Open and inquisitive
- Responsive

With our members and at MANY events and programs:

- Welcoming
- Knowledgeable
- Participatory
- Connector
- Appreciative

Board Member Name (print legibly please)

Board Member Signature

date