FAMILY & HUMAN SERVICES
PULLED BY ADMINISTRATION 7/3/2025

RESOLUTION NO. 2025100

RE: CONFIRMING APPOINTMENT TO THE DUTCHESS COUNTY VETERANS AFFAIRS COMMITTEE

Legislators GARITO, HOUSTON, POLASEK, VERSACI, D'AQUANNI, MC HOUL, and GORMAN offer the following and move its adoption:

WHEREAS, there exists a vacancy on the Veterans Affairs Committee due to the resignation of Alyssa Carrion, and

WHEREAS, Beth-Anne Canero has expressed interest in being appointed to said Committee, and

WHEREAS, the County Executive hereby appoints Beth-Anne Canero to said Committee to fill the unexpired term of Alyssa Carrion, now therefore, be it

RESOLVED, that the Dutchess County Legislature does hereby ratify and confirm the appointment of Beth-Anne Canero, said term commencing immediately and expiring as set forth below.

APPOINTMENT	TERM EXPIRES
Beth-Anne Canero 137 S. Cross Road Staatsburg, NY 12580	11/30/2025

CA-060-25
CRC/mar/rjw
G-0203
06/03/2025
Fiscal Impact: See Attached.

~~STATE OF NEW YORK~~
~~)~~
~~) ss:~~
~~COUNTY OF DUTCHESS~~

~~This is to certify that I, the undersigned Clerk of the Legislature of the County of Dutchess, have compared the foregoing resolution with the original resolution now on file in the office of said clerk, and which was adopted by said Legislature on the 14th day of July 2025, and that the same is a true and correct transcript of said original resolution and of the whole thereof.~~

~~IN WITNESS WHEREOF, I have hereunto set my hand and seal of said Legislature this 14th day of July 2025.~~

~~LEIGH WAGER, CLERK OF THE LEGISLATURE~~

BETH-ANNE CANERO

LEADERSHIP | CRITICAL THINKING | MENTORSHIP

(845) 768-2804 | canerobcmc@yahoo.com | Staatsburg, NY 12580 | linkedin.com/in/bethannecanero

- Marine Veteran Leader (Lieutenant Colonel, USMC, Ret.) "goes first," leading by example to encourage ethical and moral development in others. Highly organized, with consistent achievement of mission quotas and quality standards across all facets of leadership and human resource administration, budget management, facility maintenance, and campaign plan execution. Practically applies principles learned as M.S. in Human Behavior and M.A. in Defense and Strategic Studies to motivate and maintain accountability. Revises processes/procedures and overhauls organizational structures to remove roadblocks. Genuine leader, teacher, mentor, and coach. Aims for shared understanding across all stakeholders.

Leadership ▸ Teaching ▸ Coaching & Mentorship ▸ Character Development ▸ Human Resource Administration ▸ Budget Management
Task Prioritization ▸ Recruitment ▸ Relationship Management ▸ Project Management ▸ Problem Solving ▸ Goal Setting
Time Management ▸ Staff Supervision & Collaboration ▸ Policy Development ▸ Verbal & Written Communication ▸ Research

LEADERSHIP & TECHNICAL EXPERIENCE

Guardian Revival — **Apr 2023 -- Present**
Beacon, NY — **Hours per week:** 40

Chief Operating Officer

- Responsible for all matters pertaining to the daily operations and implementation of the strategic vision across Guardian Revival.
- Leads the following departments: Logistics; Training and Education; Personnel; Information Technology; Events; and, all Programs.
- Implemented a multitude of operational checks and balances, processes and procedures; and, a records management system: maintain an event management system of over 600 events per year; implemented a records management system that had all Programs and Divisions write their first operating manuals; developed company-wide organization structure, including a battle rhythm; developed and managed a Campaign Plan planning process for 2025.

Director of Personnel

- Responsible for all matters pertaining to Human Resources, including, but not limited to: hiring; dismissals; payroll; performance feedback; Department of Labor requirements across 11 states; grievances; travel policy; Handbook development; etc.

MHA of Dutchess Veterans Programs — **Oct 2022 – Apr 2023**
Pleasant Valley, NY — **Hours per week:** 35

Peer Leader

- Provided peer mentorship to Veterans across Dutchess County, assisting with a multitude of issues, including: VA process; housing; finances; etc.

United States Military Academy — **Sep 2021 – Oct 2022**
West Point, NY — **Hours per week:** 40

Education Technician

- Developed, coordinated, and assessed the USMA Advanced Individual Academic Development (AIAD) program through the research and development of various internship opportunities for cadets for participation with numerous Fortune 500, non-profit, and government institutions throughout the world, involving over 100 cadets and over 50 locations.
- Performed detailed analysis of complex operations and processes of the technical education program at the Leadership Department, making recommendations for improvement in both effectiveness and efficiency.

United States Marine Corps — **Aug 2011 – Sep 2021**
Parris Island, SC; Springfield, MA; Camp Lejeune, NC — **Hours per week:** 60

Supervisor, Human Resources and Administrative Branch; Leader of Recruiting Operations

Leadership:

- Lead Marines and Sailors in the execution of their duties, and in their personal, professional and social development, instilling in them confidence, motivation, and a sense of belonging.
- Supported operations with the specific focus on policies and programs affecting individual service members in all facets of administration, personnel, civilian manpower, and operational requirements.
- Project manager in the development of operational and exercise manning documents that sourced manpower from the entirety of

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the II Marine Expeditionary Force in order to coalesce the force needed to fulfill all capabilities required for a real-world operation or mission rehearsal across the globe, integrating efforts with Naval counterparts as well.

- Managed processes and procedures while developing and implementing office initiatives and strategies relating to human resources and administrative requirements.
- Served as the principle administrative advisor providing management, oversight, and control of the business operations.
- Mentored administrative staff, junior officers, and peers, conveying in them the virtues of officership and leadership.
- Provided direction and general management for the administration and operations of various critical functions and services to include program planning, logistics, facilities control and construction, and resource management.
- Formulated organization goals, policies, and objectives and then developed plans, and defended and justified personnel and financial resources.
- Lead the establishment and review of performance objectives and metrics in support of command strategic plans.
- Maintained a continuous program of review and analysis to assess the progress and effectiveness of the organization in relation to program objectives, budgetary limitations, schedules, and command priorities.
- Worked closely with Headquarters, United States Marine Corps, and adjacent organizations to provide continuity of leadership in assessing mission and work requirements.

Technical:

- Provided key assistance in vital services, such as management analysis, personnel, budget, reports, and automatic data processing.
- Studied regulations, reports, and work measurement data within the office, adjusting workloads, reorganizing or changing work processes, functions, and manpower plans.
- Maintained operation of financial and automated systems activities; duties that consist of preparing government and contractual purchase requests, monitoring the expenditures, and ensuring proper commitments and billings.
- Monitored and assured the implementation of USMC headquarters policies and guidance and adapted for the unit's development.
- Monitored program execution, analyzed trends, coordinated reprogramming actions, and provided appropriate recommendations.
- Implemented an internal control system to produce a sound system of accountability.
- Directed, through subordinate supervisors, a workforce of military and civilian technical, administrative, and support personnel.
- Assigned and reviewed work; monitored accomplishments for timeliness and acceptability; provided advice, counsel, and instruction.
- Assured reasonable equity of employee performance objectives, standards, and ratings among subordinate organizations.
- Engineered a monthly battle rhythm that enabled task prioritization and task organization across a multitude of recruiting operations.
- Engineered a comprehensive Recruiting campaign plan and training program on fundamentals of recruiting and leadership—enabled consistent achievement of quality standards and objectives.
- Instituted innovative awards system to recognize deserving individual Marines for performance.

United States Marine Corps **Jun 2001 – Aug 2011**
Camp Pendleton, CA; Quantico, VA; Garden City, NY **Hours per week:** 60

Administrative, Training, and Legal Officer

Leadership:

- Principal mentor and leader to junior and staff non-commissioned officers to develop standard operating procedures for administration, operations, and logistics, streamlining processes and procedures that allowed for efficiency and effectiveness in measures of performance and effectiveness.
- Directed the battalion staff in the planning and implementation of streamlined policies and programs to support the leader development of all Marines that tested their moral aptitude, physical fitness, and depth of character.
- Conducted guided discussions regarding ethics, leadership, and work/life balance to bolster confidence and conscientiousness of junior officers, developing in them a sense of empowerment; conducted leader development program assessments
- Established performance standards and evaluated the work of the platoon staff while maintaining a thorough evaluation during a rigorous 10-week, standards-based training cycle.
- Streamlined and set priorities among the organization that built efficiencies and cultivated morale within the team.
- Formed an operational planning team that analyzed the policies and execution of leadership evaluation exercises in the field.
- Recommended and advocated for streamlined measures of performance and measures of effectiveness in the assessment criteria of officer candidates utilizing a standard officer candidate universal evaluation form.

Technical:

- Directed daily operations of the Administrative Section, including: receiving and routing correspondence; maintaining the command files and directives; overseeing forms management programs; personnel strength reporting; awards and decorations; providing expertise on performance evaluations; safeguarding classified material; overseeing legal matters; casualty reporting.
- Revamped and managed budgetary processes for prioritizing projects and capturing lessons learned; improved communication with outside agencies supporting battalion's mission.
- Cultivated partnerships across range of organizations to foster quality in training, academics, and recruiting utilizing established policies, regulations, and orders to develop transparency among the agencies of training, academics, and recruiting.
- Spearheaded focus group research to determine best methods for recruitment, retention, and promotion of female Marine Corps officers; recommended policies and procedures to higher HQ on enabling female officers to achieve a work/life balance between

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career and family enhancements in an effort to broaden diversity throughout the Marine Corps officer ranks.

- Developed/implemented processes to streamline 2000+ packages (spanning standard administration, awards, legal packages, performance evaluations, and commander's critical information reporting) across three years of official correspondence.
- Liaised with higher HQ legal section and its lawyers to confirm accuracy of all legal packages; briefed and advised commanding officer on all cases—enabled commanding officer to make fair legal adjudications consistent with force-wide standards.
- Created guidebook to standardize all administrative aspects of nine-state, 900-personnel recruit district – shared understanding.
- Provided guidance to the Commanding Officer as part of the academic and curriculum advisory group that spearheaded an overhaul of training objectives and curriculum to meet the needs of a Marine Corps tailored to the dynamics of an ever-changing global environment focusing on officership and the need for moral and ethical decision-making.
- Conducted research and analysis on regulatory materials published by higher headquarters to determine the impact on officer candidate performance and evaluation in the field.
- Developed, reviewed, and established operational planning team to resolve disorganized manpower and billet structure across range of operations, supporting newly implemented 202k personnel strength goal—positively identified critically gapped billets, grades, and military occupation specialties; restructured OCS billets; approved three new permanent civilian positions.

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EDUCATION & CERTIFICATION

U.S. Naval War College at Newport, RI United States

Master of Arts, June 2018
Defense and Strategic Studies

Relevant Coursework, Licenses and Certifications:
Joint Professional Military Education Phase 1:
Theater security decision-making
Ethical leadership and the profession of arms
Strategy and war
Joint maritime operations
Self-awareness for Leaders
Enhancing mental complexity
Strategic leadership

Capella University at Minneapolis, MN United States

Master of Science, March 2012
Studies in Human Behavior
Summa Cum Laude

Relevant Coursework, Licenses and Certifications:
Ethnic and cultural awareness
Foundations of addiction and compulsive behavior
Theories of personality
Ethics and leadership
Child and adolescent studies
Scope of addictive behaviors
Survey of research methodology
Moral and ethical development
Human behavioral organizational design

State University of New York at Geneseo, NY United States

Bachelor of Arts, May 1996
English/Secondary Education

Relevant Coursework, Licenses and Certifications:
Studies in American, British, Indian literature
Adolescent and child development
The Humanities
Literature and film
Secondary education certification