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## For a Better Us

### Association Newsletter

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Newsletter

From the Desk of Bob Hall



Dear Staff,

As I write this note I am thinking about all the things I'm grateful for in my life. I made a list that starts like this: God, the Truth, my wife of 40 years and my five daughters and ten grandchildren, my work at the Y, my friends and associates at the YMCA of Columbia-Willamette. In checking around with others about things they are thankful for I heard words like warm house, plenty to eat, job I love, good health, nature's beauty, my Dad and Mom, and many other treasures.

I encourage you to reflect upon your present blessings. Whether you consider them great or small, we all have something we can be grateful for. As we close out 2016 and set our sights on 2017, I am thankful to be surrounded by such wonderful people as you. I'm looking forward to a new year of strengthening and growing our Y together.

Be safe, be well.

Bob

### **From the HR Department**

My name is Lauren Leinberger and I'm a senior at Portland State University with a major in Health Studies. I love to hang out with my husband (Thomas) and dog (Moose) in-between work and school time. I'm originally from Boise, Idaho but I've moved around to Oregon and California as well. I've got a passion for getting to know people and helping them see

their true potential with overall health awareness. My goal here is to help create a community where co-workers can ask each other questions about their health status but also encourage each other to be aware of their own health needs. I'd like to help create a space of positive collaboration between everyone in this community and get to know all of your stories!



### **Shamrock Run**

Join the YMCA of Columbia Willamette for the Shamrock Run on March 19, 2017. This is a walk or run 5K event. If you want a bigger challenge, they offer an 8k, 15k, and half marathon. Watch for our January Wellness Challenge to help us all gear up for this event.

We will all be one team – Team YMCA on March 19, however, we do have a little competition going on between Clark Family Y, Sherwood Family Y and Beaverton Hoop to see who can get the most individuals signed up through their respective locations. Bragging rights are on the line, as well as a team trophy to be placed in the lobby of the location who signs up the most.

So, plan on joining in the fun on March 19, 2017 by contacting one of the individuals listed below. They will have all the information on the cost and how to sign up.

#### *Contacts for Team Registration:*

Katie Grimes, Sherwood Family Y- (503) 625-9622

Lynda Vinson, Beaverton Hoop - (503) 608-3124

Mattie Buckmiller, Clark Family Y - (360) 885-9622

### **From the Payroll Desk**

Direct Deposit can be the most convenient way to receive your paychecks. We encourage all staff to go Direct Deposit so that you can avoid the hassle of going to a bank or waiting for your check to arrive via mail. If you already have direct deposit and never pick up your check stubs, why not go paperless? Both of these options are available on the Employee

Portal. Considering the inclement weather we just experienced or if you are on vacation and need your funds, direct deposit is a fast and convenient way to receive your paycheck. Please visit the [Employee Portal](#) to set up Direct Deposit and if you need assistance contact Human Resources.

### **Coming Soon!**

The YMCA of Columbia-Willamette encourages a culture of continual communication with its employees. It is extremely important that opportunities are created to provide the executive team on-going feedback. Employees will be able to offer comments about anything, satisfaction in the work you do, concerns, problems and the celebration of positive things that happen at your workplace.

In an effort to assure YMCA employee satisfaction, we are introducing a new on-line tool called OPEN-LINE.

OPEN-LINE will send you an email "check-in" monthly to make sure that your expectations are being met. It is a fast and easy process (it takes only a minute of your time) and allows a quick and efficient response.

Be on the lookout for upcoming emails as the program should be launched in February.

Thank you, in advance, for your participation in this innovative program designed to make the Y an even better place to work.

## **I'm New to the Y**

### **Why Save Now**

When should you start saving for retirement? The answer is simple—now! The sooner you begin saving, the more time your money has to grow. [Y Retirement Fund](#)

### **Start Saving**

While you work toward eligibility in the [Retirement Plan](#), you can still save for retirement by contributing to the [Savings Plan](#). This plan does not have the eligibility requirements of the Retirement Plan, and is available to all employees of participating Ys.

### **Save as Much as You Can**

Participate in the Savings plan by opening a [403\(b\) Smart Account](#). This account allows you to save money via payroll deduction. You can also roll over money from eligible employer plans or IRAs to a . There are some great reasons to save now:

### 1. Account Balances Have Never Gone Down

Your savings at the Fund are protected from market volatility.

### 2. Earn Interest over Time

Account balances at the Fund earn interest daily. Through the power of compound interest, those accounts grow faster over the years.

### 3. It All Adds Up

The table below shows how additional savings might grow over 10, 20 and 30 years. The calculations are based on 24 paychecks per year and annualized interest of 5% compounded daily.

Additional Savings per Paycheck	Growth over 10 Years	Growth over 20 Years	Growth over 30 Years
\$10	\$3,100	\$8,300	\$16,700
\$25	\$7,800	\$20,700	\$41,900
\$50	\$15,600	\$41,300	\$83,700
\$100	\$31,200	\$82,600	\$167,500

## Eric Englund Tuition Reimbursement Program

The YMCA of Columbia-Willamette has established a fund, through the Eric Englund Trust, for employees that are pursuing their undergraduate degree. This fund is to help employees with books and tuition who are seeking a degree in their current employment or career within the YMCA, or in a related field to positions within the YMCA. New applications are being accepted until May 15, 2017. If you are interested in the Tuition Reimbursement Program, please find the application at s:\corp\hr forms\tuition reimbursement folder.

In May of 2016, we provided tuition reimbursement dollars to 10 employees and paid out over \$14,000 in funds. If you have questions regarding this program please contact your supervisor or Heather Jackson in Human Resources.

## Travel Corner

### Africa Travels

*By Judy Booker, Program Director at ODS YMCA Child Development Center*

I have always talked about going on a safari in Africa. After traveling two days including a



four hour ride in a Range Rover, I arrived at Hwange National Park, the largest game park in Zimbabwe. We arrived at our first stop, Nehimba Lodge, on Sunday evening around 7 p.m. I couldn't see much of the thatched tents where we would be staying for the next two nights, but when we entered the main guest house there was an elephant herd drinking water from the swimming pool, about an arm length away from me. What an amazing sight - the first night we got to enjoy dinner with elephants!



There were so many incredible experiences it would be impossible to share them in just a few paragraphs. The guides were very knowledgeable, getting us up at 5:30 a.m. to be on Safari by 6.a.m. We saw zebras, elephants, lions, spotted hyenas and so many birds.



We took a train from Nehimba Lodge to Camelthorn which was our second lodge. Imvelos is the company that owns the Lodges where we stay, they do a lot of work to help the community and tribes near Camelthorn. We visited one of the villages and learned all about their culture and how they manage it. We brought books and school supplies for the school that we visited. The teacher encouraged us to participate with of group of 5th graders. We sang songs with them and they practiced their penmanship for us. The children not only entertained us with their singing, but also danced for us and with us. It gave us a great experience with them and it gave them the opportunity to meet and interact with people from all over the world.



We ended our journey in Cape Town. We took a ferry to Robben Island to see where Nelson Mandela was incarcerated. It was one of those moments thinking, "I can't believe that I am standing outside the cell where he spent 18 years of his 27 years was in jail". It was truly an amazing experience from the helicopter ride over Victoria Falls (1 of the 7 wonders of the world) to riding elephants, to rafting on the Zambezi River. Most of all, I was truly amazed by the people and their culture. If you ever have a chance to visit another country and/or culture, don't pass up the opportunity.

### **From Business Services**

#### **Introducing our Business Services Team**

Toni, Linda, Brittany, Trula, Sherri and Heather





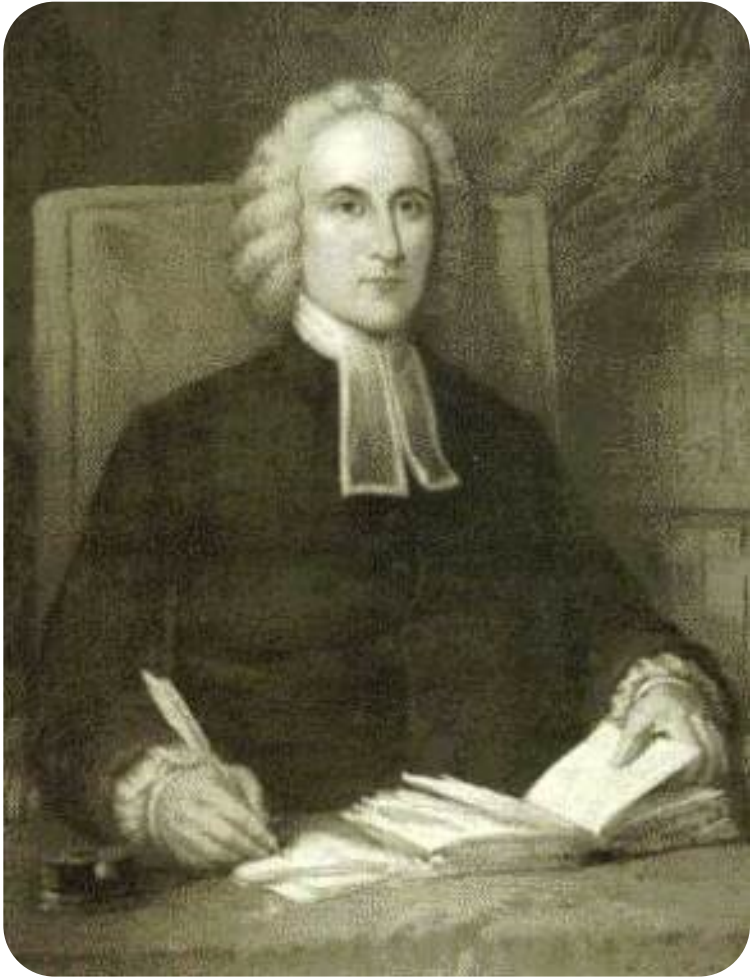
The term, Business Services, doesn't even begin to articulate the activities and value this department brings to the YMCA. They are the team that works with parents and members to make sure that payments have been properly posted, or help them work through any payment issues that may arise. They are the team that take in all registration and all of the conversations that go with it. One of the favorite parts of their effort is working with parents to ensure they get any and all financial assistance they may be entitled to. This includes making multiple phone calls or sending countless emails to state and local services on parents' behalf.

Business Services also manage donor gift accounting and third party billings for facility membership. They are responsible for mailing out statements and auditing the billing accuracy for programs such as Silver Sneakers, Silver and Fit, etc.

So, the next time you are in the ASO office, meander on toward the back offices and say hello. They are here to serve you.

### **Happy 2017 from your Safety Corner!**

Have you ever made a New Year's Resolution? Maybe it was about your eating habits or your attitude or maybe about your money. All of us have done that. But, did you ever wonder about the history of the "New Year's Resolution"- read on.



The custom of setting "New Year's resolutions" began during the time of Julius Ceasar in Rome two millennia ago, as they made such resolutions with a moral flavor: mostly to be good to others. During the 17th century, Puritans in Colonial America urged their children to spend their time reflecting on the year past and contemplating the year to come, mostly resolving to better employ their talents, treat their neighbors with charity, and avoid their habitual sins. Today, we tend to have fun with New Year's Resolutions. Comedy, such as"

- I will do less laundry and use more deodorant.
- I will try to figure out why I \*really\* need nine e-mail addresses.
- I will read the manual... just as soon as I can find it.
- I will try to drive closer to the speed limit.
- I will think of a password other than "password" or "hello".

Your Safety Cabinet would like you to join our efforts to make the Y a safer place, and work and consider adopting - and keeping -the following safety resolutions:

- I will...report any job related accidents, incidents, near misses or hazards to my supervisor.

- I will...use proper lifting techniques and get help where the load is too heavy or awkward.
- I will...make suggestions for making my workplace safer for myself and others.
- I will...wear personal protective equipment such as gloves or eye protection where needed.
- I will...take responsibility for my own actions and think about how they affect the safety of others.
- I will...strive to be present and focused on the job since being inattentive is a big cause of accidents.

When individual resolutions become a collective goal, the sky is the limit on what we can accomplish. Remember safe staff PLUS safe kids EQUALS growing together!

## **From your Child Care Department**

### **New Child Care Team Members**

Please join us in welcoming four new Child Care Directors.

#### Child Development Centers

Amy Lowry is the new Senior Program Director at the Clackamas Community YMCA. She has been with the YMCA for more than 12 years, and started her Y career at our Gladstone Center. For the last three years she has served as the center Coordinator at our Clackamas YMCA Child Development Center.



Sandi Ferretti is the new Program Director at the Portland Community College SE Campus Child Development Center. Previously, she served for 14 years as the Assistant Director at the Happy Valley Preschool and Child Care Center. We are excited to have Sandi join our team.



Meshell Najjar is our new Program Director at the New Hope YMCA Child Development



Center. Meschell has been with the YMCA for the last two years and started her Y career as an Infant Teacher.



#### *School Enrichment Sites*

Ryan Brickley was recently promoted to Program Director. She has been at our YMCA for over a year, and was previously a Site Director at a school enrichment site.



### **Annual Campaign Update**

Not only do our Child Development Center Senior Program Directors leap tall piles of diapers in a single bound they also are laser focused on achieving campaign goals. During the month of December Sheri Yoakum led the St. Anthony's team to campaign success, as did Helen Fern at our Gladstone Center. Booyah!

### **Y's Choice Update**

Several weeks ago the Y's Choice Child Development Center building was seriously damaged after an automobile drove into the building. The City of Portland evaluated the building and will begin repairs shortly. The City has an aggressive timeline, which will be impacted if there is inclement weather. We could reopen as early as January 2017. Senior Program Director, Robin Aldrich, and the team at Y's Choice, is doing a tremendous job during this transition. This includes quickly finding temporary child care homes for all of our children with the staff that work with those families. A big thank you to our SE Center and St. Anthony's teams for welcoming some of these families during the repairs.



### **Christmas Party**

Child Care recently took a break to celebrate the season at a Christmas breakfast. Christmas attire was all the rage as you can see from the festive attire worn by Phil Stuva and Sheri Yoakum.



### **From the CFO's Corner** **Planning the budget**

If you've been at the Y for very long, you may have seen a bit of buzz during October and November as Executive Directors worked on budgeting for the next year. We all know budgeting is important – from a personal perspective it can make the difference between “a bit extra” or “late fees” (we do not like the latter).

Planning for the New Year, and the budget that goes with the plan, ensures that an organization sets out in the right direction or continues in the right direction. In those times where financial difficulties have occurred, planning and budgeting help us adapt quickly as financial situations change.

Budgets provide the measuring tool to make sure we stay on the paths we have identified as “right” for us. To make measurements possible, our budgets are specific. A budget that is vague is not very useful, so our Executive Directors spend a lot of time developing a very detailed report.

And, on November 16, each of the Branch Executives presented their plan and budget to the Board of Trustees’ Finance Committee. During that time they were able to share with the other executives their plans and listen to others’ plans. It was exciting to see how the different branches can support and complement each other. The process also provided the Executives the opportunity to see how all of the individual branch operations rolled up into an Association Budget. Each of our Branch budgets includes growth in revenue from 2016. That is exciting!

The Finance Committee approved the budget and it was again approved when it was present to the full Board of Trustees on December 7. Our Board of Trustees and related committees work very hard to provide advice and influence for the Y and they were very impressed with the level of professionalism and detail from the Executive Directors.

So, in the end, the Budget is an important part of growing a sustainable organization. And, though not much fun, doesn’t have to be a nightmare either.





### **Fall Leadership Meeting Rescheduled**

What a bummer! Our December 9, Fall Leadership Meeting was canceled due to the snowy weather. We will be rescheduling it for January. Stay tuned for more information.