

Association Newsletter | YMCA of Columbia-Willamette

For a Better Us

Association Newsletter

From the desk of Bob Hall

Dear Staff,

I want to thank each of you who took the time to complete the feedback survey(s) that HR sent out earlier this year. The results are in and have been evaluated by the HR department. We are all aware that we can work to improve communication and grow in our ability to meet the needs of our Association.

As an organization we are serious about the results of the survey and plan to address everything—good or bad. That means that we can and will do something about some of the suggestions and we will explain why we can't address other recommendations.

We know that what gets measured, gets done, and we know that we need honest conversations, clear expectations and accountability to make progress. As we seek to be intentional about the changes that we need to make, we want continuing feedback. Please be purposeful in your communication with your fellow staff members and together we can make a difference.

I value your commitment to the Y. Thank you.

Bob



From the desk of Carolyn Rayback, our new VP and CFO

Hello there! I am so excited to have the honor to serve as your new VP and Chief Financial Officer. I have met many of you and am looking forward to getting out to all of the branches and facilities in the next month or so. I am delighted to be part of your family in working together to promote the YMCA and all of its goodness.

Prior to the YMCA of Columbia-Willamette, I worked at Pacific Foods of Oregon for 27 years—the last 14 as their Chief Financial Officer. For the past two years I have been engaged in several consulting assignments that have helped organizations in need of CFO support and restructuring their financial services departments. So, as you might surmise, I enjoy accounting, finance, numbers and anything else to do with figures. But I am truly passionate about people. I delight in converting a set of numbers into relevant information that decision-makers can use to move an organization closer to its strategic goals and objectives. But ... I love people the most!!!! I work very hard to build a formidable bridge of trust, respect and loyalty (usually with a bit of fun and humor), as I believe trust and respect are built when people are completely honest and transparent about what they are doing, where they are

going and what they expect of each other in the process. Is it easy? Certainly not. But incredibly effective for the organization and the precious lives entrusted to the organization.

On the more personal side, I live in Sherwood with my husband, Mark. We have been married for 37 years (I think) and have two boys (32 and 29) and one grand-daughter (5). We have lived in this area since 2000, when we moved down from the Seattle area. Mark is retired from engineering and enjoys restoring Mustang Fastbacks (his favorite, the 1965). I earned an MBA from George Fox University and embrace many of the Quaker characteristics of peace, kindness and servant-leadership. I love baseball, gardening (mostly roses), wine-tasting and the fellowship of our church family, Newberg Christian Church.

I also love stories; stories that provide insight into who we are and how we got here. One such story about me goes something like this. ... I grew up on a dairy farm near Chehalis, Washington and credit much of my approach to work, foundation of faith and integrity, along with enthusiasm for problem-solving to those years. I learned at a very young age that the job doesn't do itself and I could procrastinate and miss out on the joys after work or I could find ways to make the job at hand meaningful, efficient and "right the first time". I learned to work hard, work together and work effectively—and to constantly look for better ways of getting the same "smelly" job done!

I can't wait to hear your stories. Please, stop by when you get the chance.

Thank you,
Carolyn Rayback

From the desk of Bob Reichen, VP of Mission Advancement and Chaplain

Chaplaincy and the Application of Diversity and Inclusion

One of the many strengths that our Association brings to our community is the reflection of our diversity and inclusion. We come from many backgrounds and experiences and through our vision and mission we embrace and nurture each individual for who they are. Built on our history and heritage our YMCA has an emphasis on Christian values. Christians and non-Christians work, volunteer and participate at the YMCA side by side every day – each committed to the Christian principles of love, respect, honesty, responsibility and service. We work towards the greatest possible inclusion. For some our Christian principles reflect the model of Christ and for others the focus is our principles. Together we see Christian principles as values and outcomes, seeking community development and transformation.

Our chaplain work focuses on the Christian mission by giving comfort, strengthening and encouraging staff, volunteers and members. We seek to serve in two broad categories:

As Chaplain:

being available for counseling, building relationships and responding to concerns and crisis.

As Mission Advancement:

modeling and leading our association in Christian principles through support, training, seminars and programs that enhance our history and heritage.

We embrace these opportunities for faithful witness with a winsome conviction and a sincere compassion, realizing that our goal is to create an inviting and inclusive environment for everyone. The Chaplain's work is open to people of all faiths or no faith.

Samples of chaplaincy work throughout the summer:

- Boys mentoring program at The Hoop / June – July
- Chapel at Camp Collins / June – August
- Staff / Camper contacts at Camp Collins / June - August
- Summer lunch program at Clark Y / June – August
- Swim lessons for special need kids at Clark Y / June – July
- 200 prayer requests for prayer team at Clark Y / June – July
- Staff meeting at Wilsonville CDC / June
- Spirit Media Seminar at The MAC / June
- Site visit at Sherwood CDC / June
- Site visit at PCC Southeast CDC / June
- Site visit at Monroe CDC / June
- Site visit at Gladstone CDC/ June
- CP II Training at Sherwood CDC / July

From HR

Wellness Intern

We have enjoyed having Hannah Zimmer as our Wellness Intern for the past few months. Upon heading back to college, Hannah had these comments:

"The past few months working as the Wellness Intern for the YMCA has been a pleasure. As a Community Health major at Portland State, a huge focus of my learning is on helping communities and individuals live healthy lives through preventative methods and techniques. This internship has been extremely applicable to my degree and future goals in the Community Health field. I love working with people and helping them achieve their goals. Creating these challenges and implementing them for everyone at the YMCA has given me hands on experience to something I might be doing in a future job. To me, the best experiences I can gain while finishing my degree is learning more about what motivates people, the importance of communication, and what makes a program successful. I feel that I gained great experience in these areas while interning for the YMCA and I enjoyed every minute of it!"



What's New in Human Resources

On August 1, 2016 all new staff hired will begin their first day of employment at the Association Services Office. HR is currently revising the final confirmation letter, new employee packet and the new employee orientation to ensure consistency throughout the organization. All staff, on their first day of employment will complete new hire paperwork, and go through the training. Once oriented, they will have a better understanding of expectations and the YMCA's mission and cause. If you have any questions regarding this process please see your Executive Director or contact anyone in the HR Department.

Recruitment Module

The HR department is half-way through the rollout of our new recruitment module. This allows applicants to apply on line and supervisors the opportunity to receive the applications via email, creating smoother processing. We still have the opportunity for paper applications, however, the recruitment module allows us to track applicants and share applicants with ease.

Time and Attendance

The HR department has just begun work on the new time and attendance system. Those of you who are on Enterprise E-time will be moving to a system that is much more user friendly. As we move closer to the implementation, we will be reaching out to the branches and divisions for training. The goal is for all staff within the YMCA of Columbia-Willamette to be on time and attendance by 2017, minimizing paper timesheets.

Diversity and Inclusion

Applying Diversity and Inclusion there are five guiding principles:

- Embrace and nurture each individual for who they are
- Recognize and value all dimensions of diversity
- Work towards the greatest possible inclusion
- Foster global awareness
- Lead with empathy in all interactions and activities

The YMCA of Columbia-Willamette staff, volunteers, members, participants and guests thrive in culturally diverse and vibrant communities. The YMCA embraces all individuals and families and is inclusive and welcoming to all. The YMCA believes that in a diverse world we are stronger when we are inclusive, when our doors are open to all, and when everyone has the opportunity to be part of the YMCA mission and our cause.

Benevolent Fund

We are fortunate enough to work for an organization that practices our mission in the work we do. The YMCA of Columbia-Willamette has established a fund to help our fellow staff during difficult times. In 2015 we provided funds to help 6 staff members in the amount of \$923.00 total. In 2014, we provided 9 staff member's funds to help in the amount of \$1,600. Please consider donating to the Benevolent Fund through payroll deduction. Those forms can be found on s:\corp\hrforms\benevolent fund folder.

Benefits

Generally, when you enroll in benefits as a new employee (or waive coverage), you cannot make any changes until the next Open Enrollment period. However, if you experience a qualified change in status you can make mid-year changes. *You have 31 calendar days from the date of the event to request the change and provide the required documentation.*

A qualified change in status (also known as a qualifying event) can include the following:

- Marriage, divorce, legal separation or death of a spouse
- Birth, adoption, award of legal guardianship or death of a dependent
- Gain or loss of current coverage (dropped from spouses plan or enrolling in spouses plan during their OE, no longer eligible to be on parents plan, etc.

If you experience any type of qualifying event, please contact Sue Gilbert right away to determine what steps need to be completed so you do not have to wait until Open Enrollment to enroll in benefits.

Upcoming Trainings

For information on upcoming trainings, please visit our [Training Calendar](#).

From Recruitment

Employee Referral Program

Human Resources would like to extend a big thank you to all of last month's recipients of the Employee Referral Program award. Great job inviting members of your community to join the Y-Family!

Employee Referral Program (ERP) = \$50 award upon hire and \$200 after 6 months of employment!

Melinda Fahnlander, Amberglen

Catherine Stephens, Y's Choice

Katherine Pen, Sherwood

Kevin Pratt, Sherwood

Heather Jackson, Human Resources for Clackamas/Mt. Hood Family

Jeana Taylor, Sherwood CDC

Kristin Russo, PCC SE

Jennifer Butts, Human Resources for Clark Youth Development

Job Opportunities

Highlighted jobs of the Month: Cooks and Maintenance are our the focus of the month. Camp Collins: We are searching for Kitchen Staff and a Maintenance Assistant. These are wonderful seasonal and on-going opportunities. Cooks: Beaverton, Monroe, Wilsonville and Orchards CDCs need help in the kitchen. All kitchen positions are eligible for the Sign-On Bonus of \$250. Please spread the word. Share job posting links on your Social Media pages and visit our [Careers Page](#) to apply online.

Swim Instructor Promotion: We have fall promotion for newly hired swim instructors. Instructors will enjoy a career development opportunity by receiving a 40% discount off the Y-USA Swim Instructor Certification Training. Do you know of anyone who wants to join the aquatics team? Clark Family and Sherwood—Use the ERP. Refer them now!

Tell Your Y Story

Thank you to Nancy Williams and Rachel Starr for sharing your Y experience.

"It all started 8 years ago this month when I was searching for day care for my daughter who was 3 months old with Down Syndrome. I visited a lot of facilities and felt the most comfort and confidence with the Y. We started at the Beaverton Y and the staff there was great with Nicole and worked with me with all her issues and disabilities. She moved to the Amberglen facility when she was starting kindergarten about 3 years ago so she could be bused to her school. The YMCA and staff are fabulous and go beyond my expectations to help Nicole even with all of her issues. She loves to go to the Y and thinks of the Y as her second home. She absolutely loves summer camp."

—Nancy Williams, Amberglen

"I support an organization that helps people, young and not. Although I do not identify as a Christian, I think Christ's teachings are a good thing and aspire to help my fellow humans with love and without prejudice."

—Rachel Starr, ASO

From YMCA Camp Collins

Will you be a Host Family?

For the past 30 years YMCA Camp Collins has proudly partnered with the Saitama YMCA in Japan to offer a dynamic, cultural opportunity for youth. 25-30 Japanese children ranging in ages from 8 to 16 journey across the Pacific to Oregon and participate in a week of resident camp at YMCA Camp Collins, just outside Gresham.

The week following resident camp, the group spends time exploring the Portland area through recreational, educational and tourist-focused excursions.

YMCA Camp Collins is in search of host families for youth from Japan from Saturday, August 6 – Thursday, August 11, 2016. Japanese campers will spend the weekend with host families, and Camp Collins will be organizing activities for Japanese campers AND children of host families to participate in during the week, Monday through Thursday.

For more information or to request a Volunteer Application, please contact Brian White, YMCA Camp Collins Group Services Director, at blwhite@ymcacw.org or at 503.663.5523.