

# Association Newsletter | YMCA of Columbia-Willamette

For a Better Us

## Association Newsletter

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### From the Desk of Bob Hall



Dear Staff,

About a year ago, the Trustees for our Y decided to take a look at our Vision and Mission statements to make sure they align with our purpose and work in the community. Everyone was in agreement that our Mission Statement rings true and should not be changed. There was discussion about the Vision Statement that led to a group of Trustees and Y Staff meeting together to hash out a new one. Although it has taken a year to reach agreement, I am pleased to let you know that our Y is united under our existing Mission Statement and a new Vision Statement.

**Vision Statement: Strong Communities Inspired through Family, Fitness, Faith and Fun**

**Mission Statement: To put the Christian principles of love, respect, honesty, responsibility and service into practice through programs that build a healthy spirit, mind and body for all.**

I encourage you to print out a copy of our Mission and Vision statements, keep them where you will see them often and let them guide you in your work.

I was recently out at Camp Collins and saw many examples of our new Vision Statement. I saw children engaged in fun activities, full of smiles as they acquired new skills or strengthened old ones. I saw leaders showing their love for the students by engaging them in games and projects and conversation. I saw our Chaplain living out our Christian principles as he connected with our staff and the campers.

Kids come to Camp, and play sports, and learn to swim in our pools because we make it fun. Thank you for caring about the people we serve. This is one important way we build a strong community.

Bob

**From the Desk of Mark Burris, Chief Operations Officer**



After nine years as a Y volunteer (most recently as the Trustee Board Chair), it's great to be a full-time team member! I'm excited to lead our YMCA Operations and to help guide the way on our new projects and opportunities.

Knowing what we can do as individuals and as a group to help transform lives and communities is what drives me. Growing up as a child of a divorced, single mother in Ann Arbor, Michigan, I experienced first-hand the love and compassion of YMCA staff when they befriended me and taught me how to swim—it has inspired me ever since. And by the way, in my first month here as I've met you and seen your work, I continue to be inspired by Y staff.

I'm committed to our YMCA being for All, while being true to our founding principles. Out of this, my hope is for our YMCA to be a bridge between our Christian-focused mission and our community as a whole.

Prior to our YMCA, I led a commercial banking team at Wells Fargo and managed five of its company initiatives for the Greater Portland/Vancouver area. The work was very relationship and team oriented, similar to how I see us serving our members, communities, and each other. I truly feel "called" to be here, and am looking forward to meeting as many team members as I can by the end of the year.

On the home front, I live in Beaverton with Beth, my wife of nearly 18 years, and Katie, our 15 year-old daughter. We love to get outdoors and hike, ski, play sports, volunteer and simply hang out with friends

whenever we can.

Hoping to meet you soon!

## **From HR**

### *Employee Assistance Program*

The Employee Assistance Program (EAP) is a benefit for all staff who work for the YMCA of Columbia-Willamette. EAP is a confidential, professional counseling and referral service that provides assistance to employees and family members on a variety of personal, family, life and work-related issues to help us all maintain a good work life balance. Our insurance carrier has partnered with a new vendor to provide our EAP program. The only change for staff is better service and new contact information. If you need more information or have questions, please contact our Benefits Administrator, Sue Gilbert at [sgilbert@ymcacw.org](mailto:sgilbert@ymcacw.org). You can also view the [EAP Provider Information](#)

### *Upcoming Trainings*

To view our upcoming trainings, please visit our [Training Calendar](#).

### *Save the Date*

Fall Leadership Staff Meeting

October 24, 2016 from 9:00 AM to 4:00 PM

Kennedy School, Portland OR

This training is required for all Exempt Staff and recommended for any staff in Leadership roles.

More information to come.

### *Tuition Reimbursement*

Do you know the YMCA of Columbia-Willamette offers tuition reimbursement for individuals perusing an undergraduate degree? You can find the application on <s:\corp\hr forms\Tuition reimbursement folder>.

### *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 six staff members in the amount of \$923.00. In 2014, we provided nine of our staff funds to help in the amount of \$1,600. Please consider donating to the Benevolent Fund through payroll deduction. The forms can be found on <s:\corp\hrforms\benevolent fund folder>.

### *Retirement Fund*

A primary benefit of working for the YMCA is building your savings with the YMCA Retirement fund. See how you can get started by visiting [www.yretirement.org](http://www.yretirement.org). Eligibility: Complete 1,000 hours of service during each of any two 12-month periods, beginning with your date of hire. These two years do not have to be consecutive. You must also be at least age 21. Once you are eligible, your Y will enroll you in the Retirement Plan and you are immediately vested.

Retirement Plan Accounts: Contributions to your account in the Retirement Plan are based on your salary. Our Y contributes at a rate of 8%.

The Savings Plan: As an employee of a participating Y, you can participate in the Savings Plan. This plan is not subject to the same eligibility rules of the Retirement Plan.

- 403(b) Smart Account

You can open a 403(b) Smart Account from your first day of employment, regardless of your age or hours worked. This account allows you to save money on a pre-tax basis through payroll deduction.

Rollovers: Whether you are a new employee or have been working at a Y for a while, you may roll over funds from qualified plans, tax-deferred annuities, deferred compensation governmental plans, Traditional IRAs, SEP IRAs or SIMPLE IRA plans into a Rollover Account in the Savings Plan. However, rollovers of Roth IRAs are not accepted.

- Loans

While you are working for a participating Y, you can borrow from the Savings Plan.

### *Culture of Inclusion*

The YMCA of Columbia-Willamette staff, volunteers, members, participants, and guest thrive in culturally diverse and vibrant communities. The YMCA of Columbia-Willamette embraces all individuals and families and is inclusive and welcoming to all people regardless of the following protected classes.

Ability

Age

Background

Ethnicity/race

Faith

Gender

Gender identity

Gender expression

Sexual orientation

Income

HIV or Hepatitis C

Breastfeeding

Whistleblower

The presence of sensory, mental, or physical actual Disability or perceived Disability

Marital Status/familial status

Sex/Pregnancy

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. Our staff and volunteers are members of these communities we serve and are integral to ensuring that the YMCA of Columbia-Willamette remains a vital resource to our members.

### **From the Recruitment Desk**

*Why the Y?*

It started out with my mom getting a new job. She seemed really excited about it. Recently I've been looking for a job myself. Coming in to my junior year of high school, I wanted that extra piece of responsibility. I started volunteering at her work (at the YMCA) because I knew I'd need just a little more to make my resume good, if I ever did come across a job opening. I also volunteered to get to know new people and experience something I knew would help with communicating with other people. I've always loved being around kids. Watching them smile, and laugh. That's why I didn't mind volunteering my time as much as I did. I enjoy helping others and getting to know new people and new situations.

Volunteering is an unpaid thing, but I treat it as if it's my job. As I continued volunteering I got compliments by parents and other staff, that I was doing a good job. Eventually I came to the idea that I could apply for a job. Volunteering at the Y is a fun, exciting thing. But like any job, it can be fun, but it just has to be serious first. Taking it seriously is more important than making it a fun activity. That's why I'd enjoy a job at the YMCA, and this is my story on how I came across opportunity to be a member at the Y.

—Francheska I. DeForrest, Teacher

### *Career Center*

The YMCA of Columbia-Willamette Online Application [Career Center](#) is running at full force. Get a glimpse at what job openings are available. Visit the new Career Center, check out the job opportunities and spread the word with your community via email or social media. Take advantage of the Employee Referral Program to receive your \$250 bonus!

### *New Employee Onboarding*

Did you know New Employees start their YMCA adventure at ASO? As of August 1, all new hires' first day on the job is spent at the Association Services Office completing onboarding paperwork and completing New Hire Orientation and Christian Principles trainings. This is a great opportunity for new employees to get to know what the Y offers employees and the community while getting to know co-workers from locations throughout the organization. All Onboarding Procedures can be found on the shared drive: S:\Preliminary New Hire Documents.

### *Become a Trainer*

Interested in strengthening your experience at the Y? Become a Trainer! Contact Human Resources if sharing the YMCA of Columbia-Willamette mission and vision and developing your career interest you.

### **Wellness**

On July 10, the Wellness Cabinet kicked off the Rise and Dine Breakfast challenge for all staff. The concept was simple, eat a healthy breakfast every day, track results on a weekly basis and submit the results for weekly drawings. During a three week period we gave away gift cards, I-Pods, Cooking Light Magazine Subscriptions and the Grand Prize Winner received a FitBit.

Thanks for all who participated and Congratulations to the following staff who won prizes during the challenge.

Tristi Thompsen – Sherwood Family Y

Geraldine Westover – Gladstone CDC

Melissa Woodburn – Sherwood Family Y

Liz Wedan - Clark Family Y  
Sheri Greenstone – Amberglen CDC  
Ida Haj – Beaverton Hoop  
Jackie Hamm – Beaverton Hoop  
Rachel Kemp – Sherwood Family Y  
Michelle Carpenter – ASO  
Trish Roussel – PCC CDC  
Cody McCulloch – Clark Family Y  
Kahlea Croft – Orchard CDC  
Melissa Woodburn – Sherwood Family Y  
Bonnie Reddig – Clark Family Y  
Rachel Lawson – Gladstone CDC

Watch for our next Wellness Challenge to be announced in early fall.

### **From the Clark County Y**

*Be a TENacious ConTENDER at this year's TENTastic Decathlon!*

The 2nd annual TENTastic Decathlon will take place at the Clark County Family YMCA on Saturday, October 8, at 8:00 AM.

What is this event with the crazy name all about? It's a FUNdraising event for the Annual Campaign put on by the Healthy Living and Aquatics departments at the Clark YMCA.

It is a team competition with either 5 or 10 to a team. Teams travel together throughout the Y from event to event. At each event, 2 people from the team will compete while the others cheer them on. The most amazing thing about this event is that anyone can participate. We have competition to meet all levels of fitness abilities.





This year's events are:

- 100 yard swim
- Pool obstacle course
- Land obstacle course
- Free throw shoot
- Bean bag toss
- 5 minute bike
- 5 minute run/walk
- Floor hockey challenge
- Cardio/strength challenge
- 2 minute plank jacks

There are prizes for: Top Team, Most Team Spirit and Best Team costumes. We will host a drawing for prizes that all participants are eligible to win.

There is a team fee of \$350 or \$35 per person. A lot of teams have asked businesses, friends or family to sponsor them. We also have Event Sponsor levels—Platinum \$1000, Gold \$500 and Silver \$100.

By the numbers:

Last year we had 10 teams participate. This year we would like 20 and currently have 17 committed team captains. Local business have already Sponsored \$4700. We are still looking for more. We are looking for approximately 40 volunteers.

Ways to be involved:

- Ask a business you know to sponsor.
- Be a captain and put a team of 5 or 10 together.
- Be a participant. We have teams still in need of participants \$35.
- Be a volunteer.

For any questions you may have, email Liz at [lwedan@ymcacw.org](mailto:lwedan@ymcacw.org) or call 360.258.3841.

### **From the Desk of Roger Button, Clark County Y Chaplain**

Join us at the Clark County Family YMCA Chaplaincy Dinner on September 15, at 6:00 PM as we celebrate the year and talk of things to come.

We will celebrate all the great things that are happening at the Clark County Y and honor those that donate their time and those that donate their dollars. View our [Event Flier](#) for more information.

## **Safety Corner**

We want to grow our kids and teams' safety awareness. And what better way than to get plugged in with our monthly newsletter. Our motto is that if we add safe staff with safe children, we will all grow together to our fullest potential. Each month we will showcase safety programs or awareness that is pertinent to our Y activities. If you have suggestions or topics, please contact your Safety Cabinet representative or Jill Robbins, Risk Management Specialist at 503.221.5350. This is for you!

### *Moving Bulky or Heavy Materials*

This is the time of year when we finish our summer programs and set up our fall program areas. During this time staff move furniture, supplies and equipment and change around their program environments. Have you ever been at a fitness facility and watched someone try to lift weights that are obviously just way too heavy for them? That's always a bad idea. The same goes for any lifting, lowering, pushing, pulling and carrying in an office environment or program area too. These activities are called "manual handling." Improper manual handling can cause work-related musculoskeletal disorders such as pain and injuries to backs, arms, legs and joints, and repetitive strain injuries.

*Don't Be Afraid to Ask for Help.* There will be times when you assess the object to be moved and its destination and realize you need additional assistance. Don't let pride stand in your way. We promise that no one expects you to be a superhero and lift all the boxes all at once. Do not attempt to lift anything beyond your capabilities. Stay safe; ask for help *even when* you think you can do it on your own.

Please use a dolly, cart, or get additional help if:

- You are uncomfortable with the weight
- The package is an awkward or irregular shape
- The package weighs over 25 lbs.
- More hands are needed to carry it, regardless of size, weight or shape
- It obstructs the view of your feet or where you are going

Please remember to use safe lifting techniques such as lifting with your legs and not your back. Our members and participants count on you to be in good health and there is never any shame in asking for help to move objects. Be Safe!