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For a Better Us

Association Newsletter

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From the Desk of Bob Hall



Dear Staff,

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

In October, I attended a fundraising dinner for the Child Care division. This was a beautiful and inspiring event at the Multnomah Athletic Club. As part of the program, Kim Borrillo, a parent whose children grew up in Y Child Care, shared her story. She shared the things we like to hear – how our staff nurtured her children and not only helped them to grow but how she as a parent learned things too.

children that became friends. Their friendship first developed at the end of the work day, in the hall of the Moda Center, and felt like an after work social club. From there, these families began to schedule play dates for their children which eventually turned into monthly dinner dates for their families. The group grew from four families to ten. Today, these families help each other out with free babysitting, cheap pet-sitting, take-out nights and fun. They mix and match vacations, attend each other's birthday parties and plan Y-family events together.

Some of the kids are teenagers now but as Kim so beautifully told us, the value of the experiences provided by the Y extends into unexpected areas. It's not just the incredibly important peace of mind families receive with excellent, trustworthy and accredited child care, the Y impacts the community with love, respect, honesty and responsibility, taught to the children, and extended to every parent too.

"At the Y, strengthening community is our cause."

—YMCA of the USA

Bob



Part of the Borrillo Y Family Social Club

From HR

Benefit Update

Open Enrollment runs from November 28 to December 9. Open Enrollment is the one time per year that all benefit eligible employees review current benefit elections and make any necessary changes/elections for the upcoming plan year.

Forms/Benefits/2017 Benefits.

To participate in Open Enrollment please login to the employee portal between 11/28/16 – 12/9/16 (workforcenow.adp.com) and follow the Open Enrollment instructions.

Please remember:

- If you waive coverage you must complete a 2017 Waiver Form and provide proof of your current coverage
- If you participate in Flex Spending Accounts (FSA's) you MUST re-enroll each year
- If you are making any changes to your current elections, you must go online and participate in Open Enrollment
- If you are making no benefit changes, and do not participate in Flex Spending Accounts, you do not need to do anything on the employee portal, your current benefit elections will roll over to 2017 (with the exception of FSA's)
- If you participate in any of our medical benefits, you must go online with your medical provider (Providence or Kaiser), and take the Personal Health Assessment (PHA) by December 31. If you do not participate in the PHA, you will pay an additional \$10 per pay check for your healthcare premiums

If you have any questions, please contact Sue Gilbert.

Recruitment Update

Job Opening Highlights:

- The Sherwood Family Y is searching for [Lifeguards](#) and Aquatics staff. Part-time, \$300 Sign On bonus (for those new to the YMCA).
- School Age [Site Directors](#), [Program Leaders](#) and [Program Aides](#)—Full-time and Part-time. Before and After school hours. Various locations in the Portland area. \$550 Sign on Bonus.

Don't forget to use the Employee Referral Program and earn that \$250. Refer a candidate, fill out the [ERP Form](#), once they're hired you receive \$50, then after six months you'll receive \$200—easy money!

T'was A Happy Halloween

There were lots of spooky pictures floating around Y-Mail on Halloween and obviously lots of fun was had all around the organization. Even the ASO had a little holiday potluck!



Craig Frerichs Retires After 37 Years At the YMCA!

Craig worked in various capacities at the Y for many years and he decided it was time to put on his YRF (YMCA Retirement Fund) hat and take it on vacation. There was a celebration at the ASO complete with chocolate fountain! Craig received many well wishes from colleagues and will be on his way to Death Valley for his first travel adventure. He is an inspiration to us all – both in his service to the Y and in his ability take full advantage of the Y-USA Retirement Fund. We wish you the best in your retirement Craig! You can view [Craig's Story](#), captured on video.



Welcome New Staff to Human Resources

Dee Long is our new Payroll Specialist and has been with us since October 3, 2016. She has a wealth of payroll knowledge and we are happy to have her as part of our team. If you haven't had the pleasure of talking with Dee please reach out and welcome her to our YMCA Family.



Kristin Rhoder will be joining the HR team as the Retention/On-boarding Specialist on November 28, 2016. Kristin has worked for the YMCA of the USA in Leadership Development and has experience in Y Benefits with the National Office. Kristin has also worked in the HR department as a volunteer over the last year doing various projects with recruitment and other HR responsibilities. We are excited to have Kristin as an addition to the HR team.



Specialist. Hayley interned with the HR department over the summer doing multiple tasks. Hayley was instrumental in the development of our new on-boarding process and assisted with payroll and new hire paperwork. We are excited to have Hayley on our team.



Welcome New Volunteers/Interns in HR

Welcome Kenny Strand who is volunteering in the HR department two days a week for a few hours each day. Kenny will be focusing on the areas of recruitment/retention. If you are in the HR department on Tuesday mornings or Thursday afternoons, stop in and welcome Kenny to the YMCA family.

From the Child Care Division

On November 8, Senator Elizabeth Steiner Hayward visited our Beaverton YMCA Child Development Center to tour the program and see our Preschool Promise classroom in action. Preschool Promise is operated in partnership with Early Learning Washington County and serves three and four year olds whose family incomes are at or below 200% of the federal poverty guidelines. The Senator loved the program, asked lots of great questions, and even stayed to play for a while! Thank you to the Beaverton Child Care team - Linda Sahlfeld, Karyn Nicholas and Ana Ortega, for being such great hosts and representatives of the YMCA.



Woohoo! Make way for our new buses! The Child Care Division just added two new (to us!) mini buses to our fleet. You may see them as they are picking up or dropping off our kiddos around town. With the two new buses, we are able to expand our school age program at our Monroe Street center in Milwaukie and replace an aging bus at our Wilsonville center that just entered into an unexpected retirement!



Safe Staff + Safe Kids: Growing Together

Safety Corner

No one knows a workplace better than YOU. And . . . no one sees workplace safety hazards and near misses more. You may have noticed a sign on your staff bulletin board asking you

illnesses to your supervisor (or to Jill Robbins, Risk Management Specialist at (503) 221-5350 or jrobbins@ymcacw.org). Yep, we are serious about keeping everyone safe every day!

Research has proven that near misses (those hazards or risky behaviors that can turn into an accident) when not addressed, can and do turn into frequent accidents. And frequent accidents, if not constantly addressed, can turn into severe accidents (those that can change a person's life or family permanently). The Y needs everyone's help in providing a safe workplace and there is no one better to observe and report these conditions than YOU!

So, what is a hazard or near miss? Let's suppose you are using a chair instead of a ladder or stepstool to hang children's artwork; you briefly slip, but do not fall. You could hang the artwork a hundred times this way without an accident. All it takes is the one time that something is different . . . like the reach is longer or you lose balance, and there could be a fall resulting in an injury such as a twisted ankle or worse; a painful broken bone and an inability to work.

We all know that it is important to report work-related injuries right away, but we can also look at non-injury incidents, near misses and observed hazardous conditions as opportunities to prevent future injuries to our staff, participants and members. In the same way we need to be a good role model to the kids watching us, reporting and addressing these situations demonstrates our Love and Responsibility toward each other, our participants, our parents and most of all, the kids we serve.

Remember, you will never be retaliated against for reporting—we need your help, your eyes, your voice!

Celebration Corner

By Carolyn Rayback

As I watched the news the other night, it occurred to me that there should be a few more celebration and connection moments in our lives, yes?

We have so many wonderful people at our Y Association and so many more wonderful opportunities to celebrate each other. Welcome to the Celebration Corner!! This will be an opportunity for you to share milestones of happiness, newness and novelty. I am thinking of births, engagements, weddings, graduations, anniversaries . . . and the list goes on. If you have a milestone to celebrate and you would like to share (with pictures is always wonderful) – please send it to Kembe Staley (kstaley@ymcacw.org). As we can, and space permits, we will share in your joy.

Our first celebration story welcomes a new family member.

inches. Will is named after his grandfather and great-grandfather. He was born the day the Chicago Cubs won the World Series (I wonder if he'll be a baseball player?). His father hopes he will share the same enthusiasm for the game as he does (Dad was an all-star player in high school and pitcher in the Portland Men's league).



Grandpa and Grandma Tappenbeck (Kerry works in our ASO Accounting Department) were able to spend Thanksgiving, holding and celebrating Will, their first grandchild.

Congratulations Kerry!

Travel Corner

Have you ever dreamt of riding camels in North Africa or petting elephants in Southeast Asia? Or . . . maybe just a short, relaxing trip to regenerate the mind and encourage the soul is your favorite dream. One thing I know for sure is that travel experiences that are shared can be lived twice; by you and the reader.

We are introducing a TRAVEL CORNER to our newsletter as an opportunity to share travel and vacation experiences. It doesn't have to be spectacular (but it can be!). Let others enjoy your experience.

Most staff who've worked at the YMCA long enough realize it's a huge challenge to put everything to the side to take days of PTO for a vacation. The majority of studies say that taking time away from the office benefits both the staff member and employer, which is why we recommend staff to use their PTO as it benefits everyone.

amazing experience. Keep reading!



Bootle YMCA, Liverpool

"I recently went on a two week trip to Europe, in August, Travel with my wife, Bridget, and it was amazing to see how everything ran smoothly at the Beaverton Hoop in my absence. It's a true testament to the staff team and culture we have at BHY that I can feel so comfortable leaving for two weeks knowing the best work will continue to happen. I know that's true across all departments and divisions in the association, not just here at our facility. While I try my best to keep my work phone and email off on my trips, that doesn't mean I'm staying away from the Y. No matter where we go in the U.S. or travel internationally, we always search out the nearest YMCA. It's a unique way to check things out and bring possible ideas back to Portland to improve our association. I encourage all of you when you're out there on vacation and using your PTO to visit a "local" Y, and see if you can bring back one idea that will help us serve the community better."



Dublin YMCA, Ireland

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