



THE COMPASS

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YOUR WORK MATTERS

ADAM KLUTTS, PRESIDENT AND CEO



Adam Klutts
President and CEO

YMCA OF THE
VIRGINIA
PENINSULAS
HR NEWSLETTER

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MY WHY MOMENT

LIVING OUR CAUSE

Jose and his family have been members of the Y for nearly 15 years. Seeing the Y as more than a gym, he joined to start weight lifting.

Jose was happy with his routine until about 10 years ago when he hurt his shoulder and was at a loss for how he would continue to work out without lifting weights. That's when he was encouraged to try a Zumba class. Although he was hesitant, he tried it and found his new love for exercise. He found himself hooked. He started going five days a week and visiting other YMCA centers to try out new instructors and times. He enjoyed the music, upbeat activity, and friendships while maintaining weight without weighted exercises.

Then in 2015, he had a heart attack and just weeks later was given a clean bill of health and was allowed to come back to his Zumba classes at the Y again. He credits the Y and all it has to offer in helping him grow healthier in spirit, mind, and body as to how he could get back to the Y so quickly after this life-changing event.

Click Jose's image to hear his story firsthand from him.





OUR GROWING YMCA

STAFF UPDATES

Congratulations to the following staff:

- Shatea Ortiz, Lead Membership Experience Staff, Victory Family YMCA
- Alexis Robinson, Lead Membership Experience Staff, R.F.Wilkinson Family YMCA
- Sharday Miller-Williams, Membership Support Representative, YMCA of the Virginia Peninsulas
- Christina Ely, Lead Aquatics Staff, Tom & Ann Hunnicutt Family YMCA
- Kathy Baba, Communications Director, Philanthropy, YMCA of the Virginia Peninsulas
- Santiago Prada, Senior Executive of Membership and Wellness, YMCA of the Virginia Peninsulas
- Kelly Gies, Associate Wellness Executive, YMCA of the Virginia Peninsulas
- Nichola Diaz, Associate Wellness Executive, YMCA of the Virginia Peninsulas

Farewell to the following staff:

- Gabrielle Bookey, Lead Membership Experience Staff, R.F. Wilkinson Family YMCA

» Full-time job opportunities



IN THE SPOTLIGHT

TERRIE SUTHARD

"Having Terrie in the Employee Spotlight would be such a nice tribute to all the hard work she has done with the Richmond County and Northumberland YMCAs. I work at both locations, and Terrie never fails to make me feel comfortable and appreciated. Terrie is the embodiment of the YMCA in human form."

- Alexis Brooks, Membership Experience Staff, Richmond County and Northumberland Family YMCAs

"Terrie's work ethic is second to none, and I have never worked with a more dependable individual. Her commitment to the YMCA and the community she serves is irreplaceable."

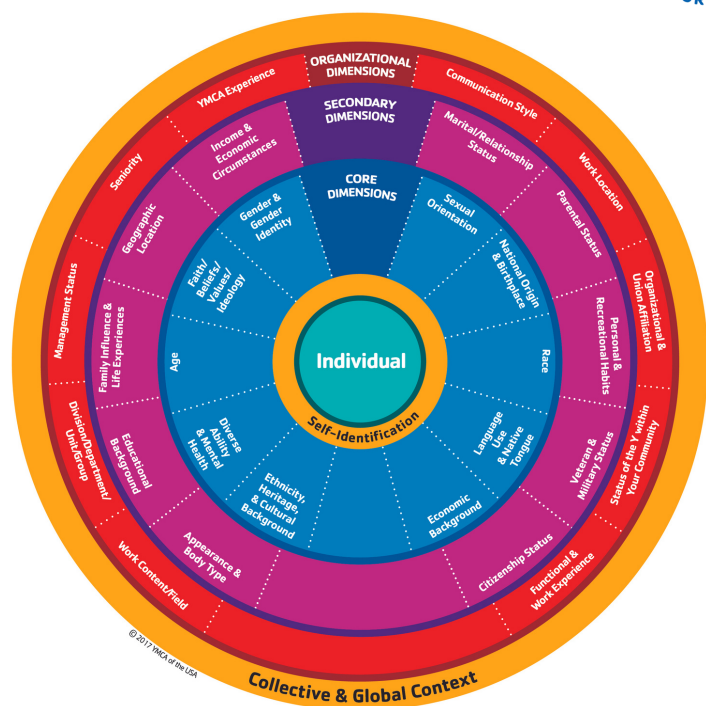
-Shonna Sargent, Center Executive Director

Thank you, Terrie. Your work matters.

Click [this link](#) to nominate any staff for staff person of the month.

INFUSING EQUITY

DIMENSIONS OF DIVERSITY



The Y is made up of people from all walks of life who are joined together by a shared commitment to ensure that everyone has the opportunity to learn, grow and thrive.

This Diversity Wheel diagram represents the various dimensions of diversity. To truly be inclusive and welcoming to all, it is critical to understand the many factors that make up and influence a person's individuality. If we hold too narrow a view of what constitutes diversity, we will miss opportunities to effectively engage, connect and serve ALL members of our communities.

Learn more about the many dimensions of diversity [here](#).

CLEAN, SAFE, AND HEALTHY

WATCH OUT FOR ICE

Winter weather increases the chances of slips, trips, and falls due to icy or frozen surfaces. Your Risk Management Team reminds you:

- When walking outdoors, keep an eye out for ice and move with caution.
- Work with your property team to spread walking surfaces with approved de-icing products in advance of a storm.
- Wear slip-resistant footwear as required.
- Use floor mats at entrances when needed.

For additional winter safety tips, visit the [January Safety Poster - slips trips falls](#). And, be careful out there.

EMPLOYEE REFERRAL PROGRAM

EARN UP TO \$150 FOR YOUR REFERRAL

Recommend someone to apply for a position at the Y and each of you could earn up to \$150.

How it Works:

- The referred employee MUST list you on their employment application as the source for hearing about the position (no exceptions).
- If you refer someone for an open YMCA position and they are hired, you will receive \$50 in your paycheck following their first shift worked.
- If your referral works the required number of shifts for the position and is in good standing after 90 days, they will receive a \$150 bonus, and you will receive an additional \$100.

3 THINGS TO REMEMBER

1. HAPPY NEW YEAR
2. CLEAN, SAFE, AND HEALTHY
3. JANUARY MEMBERSHIP CAMPAIGN