



THE COMPASS

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OFF TO A GREAT START IN 2022

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

As staff members, we witness firsthand the challenges many of our families face as they navigate uncertainty in their everyday lives. The child care programs provided by the Y give our parents peace of mind. It eliminates the worry of what it may cost or if they are getting quality care because, at the Y, we are here for all regardless of their race, age, background, or ability to pay. In honor of the most loving month of the year, February, and the love the Y has provided me throughout my entire life, I hope you will join me in giving more families the chance to thrive. Now more than ever, our kids and parents need us to help bridge the gap of socialization and education since the pandemic started.

You can support this movement with a gift of any size. To make a positive impact, [donate here](#) today. As a special token of our Y's appreciation, when you give \$150 or more, you will receive our 2022 Staff Campaign T-shirt to wear alongside your peers throughout March.

I am forever grateful for the support and encouragement the Y has provided for my children and me over the years during some of our most difficult times.

Sarah Bridge, Child Care Director





OUR GROWING YMCA

STAFF UPDATES

Congratulations to the staff making moves within the Y:

- Jessenia Smith, Membership Support Representative, YMCA of the Virginia Peninsulas
- Zach McErlean, Wellness Experience Director, Victory Family YMCA
- Rebecca Panis, Sports Director, Westmoreland Family YMCA
- Edgar "LA" Allen, Wellness Coach – FT, Greater West Point Family YMCA
- Andrea Marlow, Child Care Director, Hampton Family YMCA
- Maureen Savage, Director of Grants, YMCA of the Virginia Peninsulas
- Paul Fuit, Wellness Coach – FT, R.F. Wilkinson Family YMCA

» [Full-time job opportunities](#)

Farewell to the following staff:

- Cassie Leichty, Associate Child Care Executive, Northern Neck Family YMCA and Camp Kekoka



IN THE SPOTLIGHT

MARY KAY WALKER

Mary Kay is a substitute shallow and deep water aerobics instructor for the Northern Neck Family YMCA. Even though she is part time, she willingly fills in when needed. Her team player approach was especially important when one of the instructors took a leave of absence for a month. To be prepared for our members when filling in, she trained, got her CPR certification, bought music, and rearranged her busy schedule to ensure classes continued as usual. It's because she cares about the people, the program, and the Y's mission. Mary Kay Walker is simply a SUPER SUB.

-Donna Sears, Water Aerobics Instructor

Mary Kay is very dependable, has a great attitude, and is a real team player. Her willingness to help the team and ensure the members have a great experience in her classes is much appreciated.

-Cheryl Holleran, Wellness Director

Thank you, Mary Kay. Your work matters.

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

INFUSING EQUITY

FEBRUARY IS BLACK
HISTORY MONTH



Black History Month has roots associated with the YMCA. In 1915, Carter G. Woodson, a University of Chicago alumnus, arrived in Chicago to attend a national celebration of the fiftieth anniversary of emancipation sponsored by the state of Illinois. Thousands of African Americans traveled from across the country to see exhibits that highlighted the progress of their people since the end of slavery. During this three-week celebration, Woodson met at the Wabash YMCA in Chicago with a small group and formed the Association for the Study of Negro Life and History (ASNLH). This began the foundation to create Negro History and Literature Week, renamed Negro Achievement Week, later Negro History Week, and eventually Black History Month.

Woodson wanted the study of past black life to have a significant impact stating, "We are going back to that beautiful history, and it is going to inspire us to greater achievements." It is important to note that the focus of Black History month has been on black achievements since enslavement in the US; however, Woodson intended to explore modern black history as a starting point to deeper exploration beyond the arrival of enslaved Africans in the Americas.

UPCOMING WORKSHOPS

[Click here](#) to learn more about an upcoming series of workshops on the YMCA's Workplace Infusing Equity Project.



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.

CLEAN, SAFE, AND HEALTHY

WE ARE HERE FOR YOU

If you're feeling overwhelmed or anxious about the curves life throws us, you are not alone. The Y partners with the Center for Child & Family Services to offer free, confidential resources to assist you with concerns affecting your personal or work life. Through our [Employee Assistance Program \(EAP\)](#), you can get help with:

- Depression, anxiety, grief.
- Job or marital stress.
- Children's behavioral concerns.
- Anger management for children and adults.
- Financial or legal issues and more.

Employees and family members can call the EAP at any time at 757-838-1960

[Follow this link for more information.](#)

3 THINGS TO REMEMBER

1. LAUNCH OF THE NEW YMCA OF THE VIRGINIA PENINSULAS WEBSITE
2. CAMP REGISTRATION IS UNDERWAY
3. REFER A FRIEND TO WORK AT THE Y