



THE COMPASS

ISSUE 12 • MARCH 2022

THE POWER OF US

2021 RECAP



YMCA OF THE
VIRGINIA
PENINSULAS
HR NEWSLETTER

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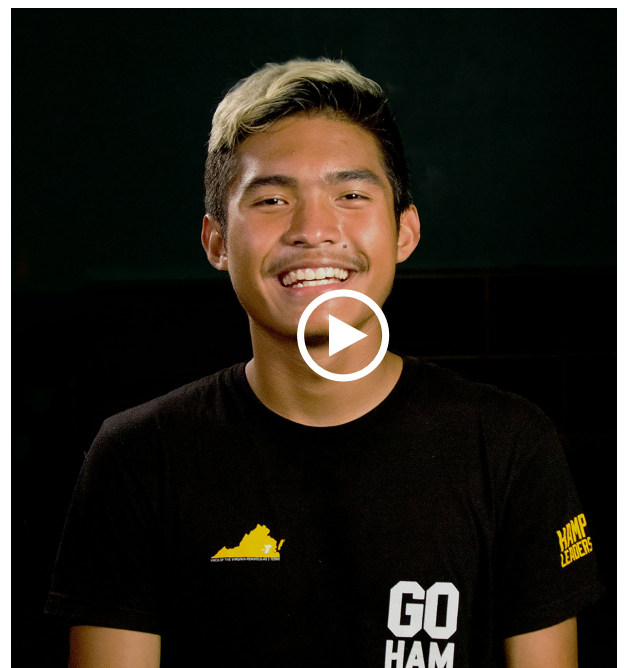
MY WHY MOMENT

LIVING OUR CAUSE

Ethan has stayed active in school initiatives and programs as a high school student. When the pandemic hit, it created a void in some ways of staying engaged with his peers while maturing his life and leadership skills. His best friend suggested joining her at the local Hampton Y for a Teen Leaders Club meeting. Ethan said yes, and the rest is history; he was hooked. He continued to attend meetings and eventually joined Youth and Government™.

In less than six months, he became the president of this local program. He even had the chance to go to Blue Ridge Leaders' School last summer. The programs at the Y gave him the social interaction he was looking for when togetherness was hard to come by. He credits the Y and these programs for his newfound self-worth, leadership skills, being comfortable with the uncomfortable, confidence in public speaking, and his desire to continue to better himself.

In the future, Ethan plans to stay involved in Youth and Government™ and Leaders Club while going to school in the hopes of eventually becoming a lawyer.





OUR GROWING YMCA

STAFF UPDATES

» [Full-time job opportunities](#)

Welcome to the following staff:

- Alexandria Donaldson, School Age Counselor – FT, Mathews and Middlesex Family YMCAs
- Silas Salatino, Property Director, Northumberland, and Richmond County Family YMCAs
- Lexi France, Membership Experience Director, Tom & Ann Hunnicutt Family YMCA (rehired)
- Heather Solomon, Director of Equity and Leadership Development, YMCA of the Virginia Peninsulas

Congratulations to the following staff:

- Katelyn Bryant, Senior Accounting Clerk, YMCA of the Virginia Peninsulas
- Angela Snyder, Administrative Specialist, YMCA of the Virginia Peninsulas

Farewell to the following staff:

- Lauren Frazier, HR Administrator, Upper Peninsula
- LaChile Turner, Membership Experience Director, Tom & Ann Hunnicutt Family YMCA



IN THE SPOTLIGHT

NICOLE FOSTER

"Nicole has been with the Y for almost seven years. She's a team player who helps ensure our members are taken care of and always prioritized. She's served diverse communities such as Newport News, Yorktown, Williamsburg, and West Point and is a leader for many part-time employees."

-Santiago Prada, Senior Executive of Membership & Wellness

"Nicole is a Y person all the way. Serving in many different capacities at several centers, she has continued to grow and become an asset in each of her roles. She has built strong friendships and incredible bonds with members and encourages staff with her YMCA journey. Nicole is kind-hearted, driven, honest, and so much more. I am highly grateful for her and her impact on our staff and members. Thank you, Nicole, for all that you do!"

-Ashley Schillaci, Membership Experience Director

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

INFUSING EQUITY

MARCH IS WOMEN'S
HISTORY MONTH



Women's History Month(California) Commission on the Status of Women planned and executed a "Women's History Week" celebration in 1978. The organizers selected the week of March 8 to correspond with International Women's Day. The movement spread across the country as other communities initiated their Women's History Week celebrations the following year.

In 1980, a consortium of women's groups and historians—led by the National Women's History Project (now the National Women's History Alliance)—successfully lobbied for national recognition. In February 1980, President Jimmy Carter issued the first Presidential Proclamation declaring the Week of March 8, 1980, as National Women's History Week.

In March, subsequent presidents continued to proclaim a National Women's History Week until 1987 when Congress passed Public Law 100-9, designating March as "Women's History Month." Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the president to proclaim March of each year as Women's History Month. Since 1995, each president has issued an annual proclamation designating the month of March as "Women's History Month."

The National Women's History Alliance selects and publishes the yearly theme. The 2022 Women's History theme, "Providing Healing, Promoting Hope," is both a tribute to the ongoing work of caregivers and frontline workers during this ongoing pandemic and also a recognition of the thousands of ways that women of all cultures have provided both healing and hope throughout history.

[Find out more here.](#)

CLEAN, SAFE, AND HEALTHY

MARCH SAFETY TIPS

CHEMICAL AND CLEANING SUPPLY SAFETY

- Keep all chemicals in their original containers. Read and precisely follow all instructions on chemical and cleaning supply labels.
- Mix chemicals only as specified.
- Maintain and make accessible Safety Data Sheets (SDS) on all chemicals and cleaning supplies.
- Always wear appropriate personal protective equipment, gloves, safety glasses and face shield, and a mask or respirator as needed.
- Use chemicals and cleaning supplies in well-ventilated areas.
- If you are unsure about a chemical or cleaning supply item, please ask for help.



REGISTER NOW FOR THE AMPLIFY WOMEN'S EVENT, "BREAK THE BIAS"

Join the YMCA Women's Leadership Resource Network (WLRN) on March 8 for a virtual experience to connect, empower, and grow. [Register here.](#)



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. ANNUAL CAMPAIGN KICKS OFF
2. CAMP REGISTRATION IS UNDERWAY
3. REFER A FRIEND TO WORK AT THE Y