



# THE COMPASS

ISSUE 13 • APRIL 2022

## LISTENING TO OUR MEMBERS

LISTEN 360 REVIEWS



**Adam Klutts**  
President and CEO

[View Net Promoter Scores Here](#)

YMCA OF THE  
VIRGINIA  
PENINSULAS  
HR NEWSLETTER

TABLE OF CONTENTS

Staff Updates • P.2

Monthly Spotlight • P.2

Infusing Equity • P.3

Clean, Safe, and  
Healthy • P.3

## MY WHY MOMENT

LIVING OUR CAUSE  
GARY PARSONS

At the Y, we help people grow healthier in spirit, mind, and body. Gary Parsons is a walking example of this. He remembers when the Luter Family YMCA opened its doors for the first time, and his check-in code was 12345. He has fond memories of the Y back then and has enjoyed watching it grow over the last 15 years. In 2013, Gary was diagnosed with cancer, and in 2019 he was able to join LIVESTRONG at the YMCA's 12-week recovery program that reclaims energy and power to do more than just live.

He and 11 other participants worked to rebuild and regain the muscle, range of motion, and abilities stripped from them due to cancer. Now, Gary proudly wears his bright yellow LIVESTRONG at the YMCA survivor T-shirt with his "Cancer Sucks" pin around the Y and talks to anyone who will listen about the program. Gary credits the LIVESTRONG at the YMCA program for his energy today. Through his passion, he speaks about the program on behalf of the Y. He talks to other members at the Y, his Tai Chi group he sometimes instructs and loves dearly, civic organizations throughout our community, and those joining the program. This year, LIVESTRONG is relaunching for the first time since 2019.





# OUR GROWING YMCA

## STAFF UPDATES

» [Full-time job opportunities](#)

### Welcome to the following staff:

- Carla Heuss, Director of Talent Acquisition, YMCA of the Virginia Peninsulas
- Shannon Dennis, Creative Director, YMCA of the Virginia Peninsulas
- Kerri Archimbaud, Child Care Coordinator, Victory Family YMCA

### Congratulations to the following staff:

- Andrew Sykes, Sports Coordinator, Victory Family YMCA
- Nikki Jones, Senior Child Care Director, Victory Family YMCA
- Debbie Harrison, Director of Human Resources, YMCA of the Virginia Peninsulas
- Alexis Robinson, Membership Experience Coordinator, Tom & Ann Hunnicutt Family YMCA
- Tiffany Gibson, HR Administrator, Upper Peninsula Centers

### Farewell to the following staff:

- Janelle Dawson, Child Care Director, R.F. Wilkinson and Greater West Point Family YMCAs
- Jennifer Inge, Director of Talent Acquisition, YMCA of the Virginia Peninsulas
- Janell Nicholson, Membership Experience Coordinator, Tom & Ann Hunnicutt Family YMCA
- Curtis Campbell, Wellness Experience Coordinator, Tom & Ann Hunnicutt Family YMCA
- Sara Haskins, Child Care Coordinator, Victory Family YMCA
- Spencer Hearne, Wellness Experience Coordinator, Victory Family YMCA
- Sara Hall, Wellness Experience Coordinator, Victory Family YCMA
- Lisa Fisher, Preschool Teacher, Northern Neck Family YMCA

### Retirement Celebration

Please join us in extending a heartfelt thanks to Mark Favazza, who, after nearly 30 years of service to the YMCA and the communities we serve will retire on April 29.

We hope you will join us on May 3 from 5:30-7 p.m. at Willaby's Cafe in White Stone to celebrate Mark and the legacy he has built during his tenure.

[Please RSVP Here](#)

### Retirement Celebration

Honoring Mark Favazza  
May 3, 2022  
5:30-7:00 p.m.

Willaby's Cafe  
327 Old Ferry Road  
White Stone, Virginia 22578



## IN THE SPOTLIGHT

### PENNY KELLY

"Penny Kelly works full-time in dual roles at our Richmond County center and is the quintessential employee. She consistently exhibits our core values and leads by example in all she does. Penny goes above and beyond to meet and make members feel comfortable and has created many meaningful relationships. Her upbeat attitude is contagious to employees as well. We are extremely fortunate to have her on our team."

-Shonna Sargent, Center Executive Director

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

# INFUSING EQUITY

APRIL IS DIVERSITY MONTH



April is Diversity Month, a time to recognize and celebrate the beautiful tapestry of our unique cultures, backgrounds, and rich traditions that comprise us all. It is more important than ever to celebrate diversity in a virtual society. In times of crisis and extreme uncertainty, sometimes the knee-jerk reaction is to respond by surrounding ourselves with people like us while intentionally distancing ourselves from those who are different. These behaviors can be attributed to fear, the media, or [unconscious bias](#).

As leaders, we must prioritize our commitment to diversity and inclusion. We should create meaningful interaction, opportunity, and inclusion for all people, not just some. As a people, we are the intersectionality of race, ethnic origin and color, religion and creed, sexual orientation, age, ability, sizes, and shapes, to name but a few. We originate from a myriad of cultures, steeped in many beliefs systems and traditions.

We must find value in each other's experiences, differences, and unique characteristics as it enables us to respond with relevance, empathy, and compassion. By celebrating and sharing our authentic selves, we gain a greater appreciation of each other and the diversity that surrounds us. Celebrating diversity boosts cultural awareness and, most importantly, creates spaces of inclusion and fosters belonging where people feel valued.

An appreciation and respect for differences can make the world a better place for everyone. [Here are six ways](#) you can do exactly that.

It's not too late to sign up for the [YMCA's Workplace Infusing Equity project workshops](#) with the Virginia Center for Inclusive Communities (VCIC). [Click here](#) to sign up.



## 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

APRIL SAFETY TIPS

## Five Days of Action

April 18-22

April is Child Abuse Prevention Month. As part of our commitment to protecting the children in our community, we're joining youth-serving organizations across the country by participating in the Five Days of Action—a week-long campaign to increase awareness of child sexual abuse and empower and equip us all to prevent it. By taking part in this important campaign and implementing abuse prevention practices year-round, the YMCA of the Virginia Peninsulas is committing to the safety of all children in our community.

Download the [KNOW.SEE.RESPOND booklet](#) to complete daily activities. Here you will find tips, exercises, and examples of everyday actions that you can take to protect kids from sexual abuse.



KNOW



SEE



RESPOND

Learn more about protecting children at [www.fivedaysofaction.org](http://www.fivedaysofaction.org).

## 3 THINGS TO REMEMBER

1. VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES WORKSHOPS.
2. FINISH THE FIRST QUARTER STRONG!
3. SUMMER CAMP REGISTRATION.