

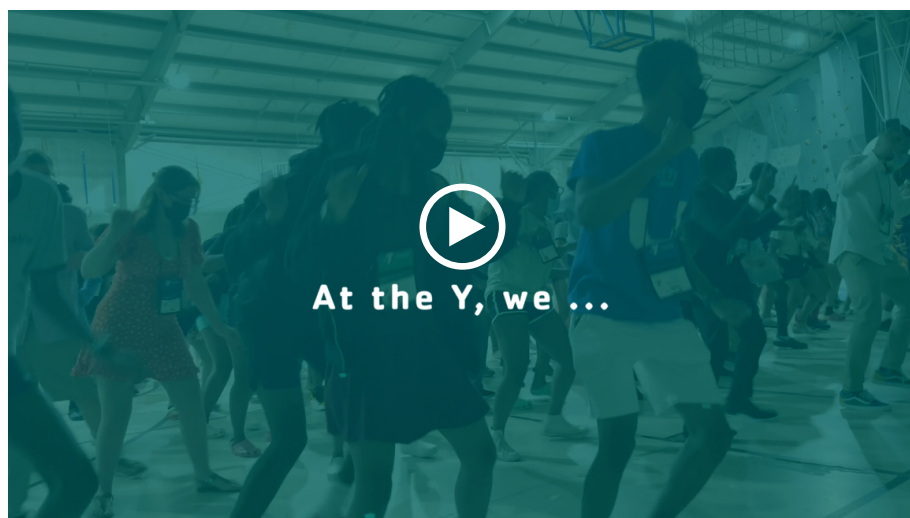


# THE COMPASS

ISSUE 14 • MAY 2022

## SUCCESS IN OUR FOUR AREAS OF FOCUS

### IMPACTING OUR COMMUNITIES



YMCA OF THE  
VIRGINIA  
PENINSULAS  
HR NEWSLETTER

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## MY WHY MOMENT

### LIVING OUR CAUSE WITH BETHANIE AND REID



In the summer of 2020, we took a vacation to a beachside hotel and pool. Our family decided to go for a swim. Our 6-year-old son Reid ran ahead of us, I knew the pool was gated, so I wasn't too concerned. As we turned the corner to the pool, we noticed the gate was left open. Reid took off in excitement and leaped into the pool. I dropped my things, knowing that Reid, an autistic child with a love for the water, did not understand self-preservation. The danger of jumping into the pool without a life jacket was not something he understood. I saw my son sink below the water, head popping up for one brief second, panic in his eyes, gasping, and disappearing below the surface again. An event that lasted only seconds felt like an eternity. We were fortunate this time. In shock, I said to my husband, "We have to find swimming lessons for him; we have to try again."

Finding lessons for Reid had been a challenge. The lessons in the past had not been a success. When the YMCA offered lessons for this summer, I signed Reid up immediately. The first lesson did not go well. Reid fixated on jumping in. It was the worst-case scenario. I felt defeated and took him to the car while my other children finished their lesson.

I kept Reid at home for the next two days while his siblings went to lessons. That's when Elizabeth approached me, asking if she could try with Reid one more time. I was apprehensive but agreed to let her try. By the end of Reid's first lesson with Elizabeth, he could jump safely into the pool, calling out as he leaped, "SAFE JUMP!". After another lesson, Reid was calmer in the water; he didn't panic. During his last lesson, he swam the length of the pool four times without a life jacket, tread water, and practiced back floats.

Reid now always requests his life jacket before entering the pool. While we know that drowning can happen at any time to anyone, we now feel like we can breathe a little easier knowing that Reid knows the water safety and survival skills that we have wanted for him for so long. We will forever be grateful to the YMCA, and especially Elizabeth.

-Bethanie



# OUR GROWING YMCA

## STAFF UPDATES

» [Full-time job opportunities](#)

### Welcome to the following staff:

- Shauntrice Williams, District Executive Director, Hampton District
- Kendal Arthur, Accounting Clerk, YMCA of the Virginia Peninsulas
- Ana Mae Morrow, Resident Camp Executive Director, YMCA/APYC Camp Kekoka
- Audrey Schlickemeyer, Wellness Experience Director, Tom & Ann Hunnicutt Family YMCA

### Congratulations to the following staff:

- Samantha Miller, Lead Personal Trainer, Victory Family YMCA
- Raymond Brown, Lead Aquatics Staff, Hampton District YMCAs
- Nichola Diaz, Executive Director of Community Health, YMCA of the Virginia Peninsulas
- Tara Graham, Senior Membership Experience Director, Hampton District YMCAs
- Tracy Battilla, Membership Experience Coordinator, Middlesex, and Mathews Family YMCAs
- Mary Katherine Dlugos, Membership Experience Director, Hampton District YMCAs
- Ean Reed, Facility Services Maintenance, YMCA/APYC Camp Kekoka
- Kimberly Wade, Membership Experience Director, Luter Family YMCA
- Allison Cockrell, District Executive Director, Richmond County, Westmoreland, and Northumberland Family YMCAs
- Adrienne Hunt, Associate Wellness Experience Director, R.F. Wilkinson, and Greater West Point Family YMCAs

### Farewell to the following staff:

- Tiffany Champion, Lead Aquatics Staff, Hampton Family YMCA
- Shonna Sargent, Center Executive Director, Richmond County and Westmoreland Family YMCAs
- Christina Henderson, Membership Experience Director, Hampton District YMCAs
- Mark Favazza, Development Director, YMCA of the Virginia Peninsulas

**Wishing Mark a happy retirement after 30 years of YMCA service!**

# CLEAN, SAFE, AND HEALTHY

## MAY SAFETY TIPS

### Participating Safely with Kids

- Actively supervise all activities.
- Staff should not compete or be the center of attention while participating in games and activities.
- Use moderate levels of exertion when participating in games and activities.
- Watch for blind-side collisions during activities and games.
- Use supplies and equipment as intended.
- Remind coworkers of best practices in safety.

# INFUSING EQUITY

THE Y IS FOR ALL



## Asian American and Pacific Islander Heritage Month

According to a 2021 Pew Research Center report, Asian and Pacific Islanders are the fastest-growing racial or ethnic groups in the country. This month, we celebrate the API community's unique journey, life experiences, traditions, and cultures. The month of May was chosen to commemorate both the arrival of the first Japanese immigrants to the US on May 7, 1843, and the completion of the transcontinental railroad – which Chinese immigrants predominantly built on May 10, 1869. Visit [AAPIData.com](https://aapi.data.com) to learn more.



## Mental Health Awareness Month

Mental health is how we think, feel, and act. At the Y, we recognize that we all have mental health, and mental health is an important part of our physical health and social-emotional well-being and a core component of our identity.

Help the Y get the conversation going about mental health by sharing these facts with your friends and family:

- We all have mental health, not just those who live with a mental illness. Everyone faces challenges in their life that can impact mental health
- In addition to biological and environmental factors, mental health is influenced by health inequities attributed to systemic racism, the social determinants of health, and exposure to trauma. Ys and community organizations can support mental health by addressing barriers that prevent marginalized communities from accessing the support they need
- We all can support the mental health of our community by bringing empathy, compassion, and kindness to our interactions with others. Something as simple as asking "how are you?" and encouraging honest answers can provide us an opportunity to normalize mental health and help others when they need it



## Mental Health App

Did you know? A YMCA app contains resources to strengthen your mental health.

How to download:

1. Go to wherever you download your apps.
2. Search "YMCA Mental Health: Dinner Table Resilience."
3. Download.

## BE A WINNER!

Do you like what you are reading? Send an email to [heather.solomon@ymcavp.org](mailto:heather.solomon@ymcavp.org) completing the phrase "I read The Compass because ...". One of the responses received by May 15, 2022, will win a YMCA prize pack.





# IN THE SPOTLIGHT

## DAVID MCINNIS

Let me start by saying that if we had 20 Davids, the rest of us would not need to be here. David truly embodies the Y mission and lives the Y life every day. He is an encyclopedia of knowledge and has worked at almost every center in the association. Directors ask him questions about their buildings, where to find things or the history behind why something was done. 99% of the time, he knows where a valve is, what used to be in a particular room before it was remodeled, or the breaker location that no one else can find. He has done about every job at one time or another, including Aquatics Director, Facilities Director, and bus driver; he's worked in child watch and summer camp, to name a few. He knows a large percentage of members on a first-name basis in almost all centers and is like a rock star when walking through Hampton. When anyone asks him a question, he goes out of his way to ensure that it is answered properly and that the member is taken care of. He goes above and beyond in his daily tasks, and his work ethic is second to none. When other centers or coworkers ask David to help out, sometimes with no advanced warning, he never hesitates to drop what he is doing or hurry to finish up and jumps right in with a smile.

-Jay Lester – Property Director, Tom & Ann Hunnicutt Family YMCA

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



## 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 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. SAFETY AROUND WATER MONTH
2. SUMMER HIRING
3. ANNUAL CAMPAIGN WRAP-UP