

AYP Directions

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Virginia AYP Chapter 25:
Dedicated to the support of
Virginia YMCA professional
staff.

Manage Your Membership

You can now renew/transfer your AYP membership with one form! To transfer a membership from a former employee to a new employee, simply visit www.aypymca.org, click on the "join today button" and follow the directions on transferring memberships. It's that simple!

Unsure when your membership is up for renewal? Please send me an email; I would be happy to help you!

Don't let your AYP membership lapse; there are some great things happening in our chapter! Be sure to check out your November issue of *Perspective Magazine*, the feature article will be, *Infants And Toddlers: So Little, So Important—How is the YMCA serving the youngest among us? What's new in working with infants and toddlers and their families?* A new edition of *Perspective Report* powered by Seer Analytics will also be included.

As always, we would love your feedback. Feel free to contact me, Jaime, at gambaccinij@ymcarichmond.org.

Letter from our President, Bill Zazynski



Early in my YMCA career, I worked at the Marble Head/Swampscott Family YMCA in Marblehead, MA, an area known as the birthplace of the United States Navy. I worked with Child Care Director and friend, Marie Wolverton, the "YMCA Mom" to not only the kids in her child care programs, but to the staff too. Marie and I would sometimes talk about the challenges with staff. She put it so eloquently when she said "ya know Bill, as Y professionals, we sometimes put other families first before our own." Her comment has been instilled in my mind as I have moved on in my career. I make sure I am always there for my family, which can be very hard at times. I am blessed that my family understands the significance we play as YMCA professionals in enhancing our community.

New Award for 2010

We would like to announce a new award added to our 2010 Spring Conference: The "Christian Emphasis Accomplishment" award. This award will go to the branch that has successfully promoted Christianity through their

The AYP Emergency Assistance Fund (EAF) is what puts us and our families first. EAF is there to provide grants when AYP members have a financial need because of an emergency or financial burden. In 2009, our chapter has already received three requests. One of those requests came to me from a close and personal friend of mine, Michael Smith.

Michael is the Director of the Gainesboro Family YMCA in Roanoke. He and I worked together for a few years and got to know each other pretty well. Mike is also an at-large AYP Board Member and has offered the morning devotional at the 2007 and 2009 AYP Spring Conferences.

Throughout the early summer, Mike was not feeling well. At the urging of his family, he visited his physician. Michael was diagnosed with Acute Myelogenous Leukemia on a Friday and began immediate radiation treatment the next day. He recently finished his second round of treatments as well as an emergency appendectomy. Mike, unable to work, requested EAF funding to assist with the mountains of pending medical bills. EAF met his request; Michael was so

happy that his extended AYP family was there for him in his time of need. When Mike received his EAF check, he immediately called to thank me with helping him in the process and paperwork. Mike felt very blessed for the financial support EAF could give to him and his family.

Michael has a strong and supportive family with his wife, Roberta and his three children whom attend college fulltime. His YMCA of Roanoke Valley family also has helped with cleaning up his yard, painting his fence and a few other things. Mike is leader at his YMCA, at church and in his Gainesboro community. Keep Michael and his family in your prayers as he continues this battle, which he will overcome!

You never know when something like this may affect you. We are very blessed to know that the AYP Emergency Assistance Fund puts us and our families first! If you have not given to EAF yet this year, please consider now. Let's continue to take care of each other.

In the Spirit!

Bill

services and programs. More details will follow, so please keep an eye out for more information!

We highly encourage all YMCA directors to take the time to promote and celebrate our

colleagues. There are a lot of great people out there doing outstanding things! Some YMCAs are really challenging their staff to fill out one recognition form so we can honor as many staff as possible.

Story of Hope

Thanks to 158 AYP members in Chapter 25, we have raised \$13,472.00 so far this year for the EAF (Emergency Assistance Fund). This fund is instrumental in providing emergency relief to Y employees who are facing serious illness, accidents or other catastrophic events.

All of you who have contributed to the fund should be proud of the impact you have made on AYP members who need help. I recently had the privilege of speaking with an EAF recipient from the YMCA of Central Virginia, Ursula Cranford.



Two years ago, Ursula's daughter Jennifer was having some medical problems. After a year of nosebleeds and other sinus problems which doctors



Jennifer, her children and Ursula.

treated as allergy related issues, she was diagnosed with Wegener's granulomatosis. This rare disease in which the blood vessels are inflamed can cause damage to important organs of the body like the lungs and kidneys. If left untreated this disease can limit blood flow to those organs and destroy normal tissue. Fortunately, this diagnosis started Jennifer on a course of drug treatments to deal with her illness.

During the year of Jennifer's treatment, Ursula needed to drive Jennifer to UVA, 2-4 days

per week. Jennifer was released from her job due to her illness and was unable to pay for gas on these trips, let alone her daily living expenses. Ursula, who works as a Custodial Supervisor at the Downtown YMCA Branch, was forced to get another full-time job in the evenings to cover her living expenses as well as her daughter's. Ursula said, "I was paying my daughter's bills before mine, and started getting notices to cut off my services. I didn't even have the heat on in November". That's when Susan Landergan, CEO of YMCA of Central Virginia,

told her to apply for the Emergency Assistance Fund. Ursula describes Susan as the "CEO" that people dream of having. She is the most caring person she has ever met. "She saw me suffering and wanted to help". Ursula was blessed with a gift of \$10,000 from the EAF which allowed her to pay her bills. She recalls getting the check at the Y, opening it and sliding down the wall to the floor and crying.

As an update, Jennifer is still receiving treatment for her illness and is permanently disabled. She has good and bad days, but, thanks to the EAF gift, money is one less thing she needs to worry about.

Please remember to tell the story of the EAF and encourage AYP members to apply for a grant if they are in need of help. Also, if you'd like to give to the fund, please contact me, Jackie, at 540-342-2332, or jgrant@ymcaroanoke.org.

Fall Seminar at Camp Thunderbird



Thank you to all who joined us at Camp Thunderbird for the Chapter 25 Autumn Seminar! It was a great opportunity for our AYP members to network and learn about moving along in our YMCA careers.

Sue Mackey, YUSA's Manager of Sourcing and Leadership

Certification, shared tips on planning a career in the YMCA. She introduced the new leadership competency model, and gave us some excellent resources for assessing and improving our competencies. For those who weren't able to attend the seminar, the Leadership Competency Development Guide is available on the YMCA Exchange. Sue also shared guidelines on managing our work-life balance. She reminded us that YMCA work is supposed to be fun, and that everything we do should

serve a purpose. She helped us to recognize that we can't be present in all areas at all times,



but we should try to be fully present in whatever area we are working in.

After a networking lunch, Tricia Hutnan, Executive

Director of the Patrick Henry YMCA, gave us some new ways to think about relationship building. She discussed how vital personal connections are in our jobs. While we may think it is just "one more thing to do," making the time to work with new people can be energizing and rewarding.

We hope that everyone had a great time at the Autumn Seminar, and if you missed it, we look forward to seeing you next spring in Charlottesville!



For those of you who attended the 2008 Spring AYP conference, you may have been introduced to the Journey to Freedom program by Scott Reall of ReStore Ministries in Nashville, TN.

Journey to Freedom is an 8-week group study that teaches participants how to identify areas in their life that need to change. The program is led by a facilitator and teaches methods people can use to improve their spirit, mind and body.

About the same time, our Board Mission Committee of the Peninsula Metropolitan YMCA

was in search of a way to share the YMCA's mission with our members. In March of 2009, 11 staff members embarked on the Journey to Freedom. Andy Hudson and Sharon Joyce facilitated weekly sessions around the book, Journey to Freedom.

Lisa, a class participant responded with the following when asked what Journey to Freedom meant to her: "It was meaningful in that I was able to share my plans and dreams without fear of ridicule or embarrassment. I knew I had a new support group that I could

contact at any time that would give me encouragement while I was on this Journey. God never promises us an easy life, just that He will be there with us while we are going through it. The people that I got to know during this time are definitely the people that God uses to help guide my way".

Journey to Freedom lays the foundation for transformation and encourages class participants to create a personal plan of action to bring about successful and lasting change. The program works through small groups that offer a safe, encouraging place for honest dialogue.

The Peninsula Metropolitan YMCA plans to launch this program to our members in early 2010. We felt it was valuable to introduce this program to staff members first

so they can then speak about it with our members.

For more information contact Sharon Joyce or Davetta Rinehart at (757) 223-7925.

Share with us!

What's new at your YMCA? We want to know! Please send a brief story and include a picture. Your news will be highlighted online at ayp25.org for one month. Submissions can be emailed to Kim at kwhite@ymcashr.org.

Did you also know that you can share ideas with your fellow Chapter 25 members in an online forum? Log onto ayp25.org today to get started.

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Save the Date!



AYP Chapter 25 Spring Conference

May 20-21, 2010
Charlottesville, VA

For more information, contact Kelly Bridgman at (757) 456-9622.