

# AYP Directions

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

## Get the Most of Your Membership

If you had the chance to go to the Chapter 25 Spring Conference, then you heard John Coduri say that AYP Chapter 25 is the largest chapter in the country! It is no accident your chapter is doing great things, so make sure you are taking full advantage of your membership.

From the Spring Conference to the Fall Seminar, and everything in between, we are here to help you reach your fullest potential in the YMCA. There are training grants you can apply for, learning opportunities such as the AYP Leadership Forum and Learning Circles, and financial aid during personal crisis through the Emergency Assistance Fund (EAF). Also, the Perspective Journal is full of articles (written by your peers) to keep you on the cutting-edge of your profession. Want to know more? Visit [ayp25.org](http://ayp25.org).

## Thank you for your gifts to the EAF.

This has been a wonderful year for the Chapter 25 EAF (Emergency Assistance Fund). The EAF is instrumental in providing emergency relief to Y employees facing serious illness, accidents, or other catastrophic events in their lives. Thanks to the generosity of 139 of you who contributed to the EAF at this year's Chapter 25 Spring Conference, we were able to raise \$12,169. These donations were given by cash, credit card, check and automatic bank withdrawal. The grand total collected this year for the EAF

is \$14,439 thanks in part to Y professionals that continue to give throughout the year.

All of you should be proud of making a difference in the lives of AYP members in need of financial assistance during their difficult times. At this year's Spring Conference, attendees heard the heart warming story of Leala Baade from the Peninsula YMCA. Leala shared the story of her health crisis and what the EAF meant to her during that difficult time. We thank her for her presentation, and are reminded that each of

us could face a similar challenge at some point in our lives and are fortunate to have the EAF to help lessen financial burdens.

Please remember to tell the story of the EAF and encourage other AYP members to apply for grants if they are in need of assistance. Also, if you didn't get a chance to pledge this year, we are still accepting donations. Please contact Jackie Grant, Chapter 25 EAF Chairman, at [jgrant@ymcaroanoke.org](mailto:jgrant@ymcaroanoke.org) or call (540) 342-2332 ext. 2110 for more information.

## 2009 Award Winners



What an exciting 2009 Spring Conference! Each year, all AYP Chapter 25 members are invited to nominate those they feel deserve special recognition for their hard work. The following is a list of the 2009 award winners:

**Outstanding Development Work**—Camp Silver Beach, YMCA of South Hampton Roads

**Character Commitment Award**—Glenda Walker, Peninsula YMCA

**Director of the Year Excellence Award**—Charlene Lewis, Greater Richmond YMCA

**Partnering in the Community Award**—Camila Raimo, Greater Richmond YMCA

**Outstanding New Director of the Year**—William Thorton, Great Richmond YMCA

**AYP Service Award**—Jo Ann Watts, YMCA of South Hampton Roads

**Distinguished Leadership Award**—Elizabeth Clarke, Rappahannock Valley YMCA

**Achievement in Activate America Award**—Suffolk Family YMCA, YMCA of South Hampton Roads

Congratulations to all of the award winners! For more information on the Recognition program, please contact Jennifer Cass at [jcass@ymcashr.org](mailto:jcass@ymcashr.org).

*Additional photos from the conference can be viewed at [ayp25.org](http://ayp25.org).*

## Notes from AYP Chapter 25 President Bill Zazynski

The second quarter has been an exciting one for AYP both nationally and locally. The month of May, especially, was one of the more busy ones than I can remember:

### *The National AYP Conference*

I have to commend 2009 AYP National Conference Chair, Angie Reese-Hawkins and her conference committee for putting on one of the best conferences I have attended nationally. The conference venue was first class at the Shingle Creek Resort in Orlando, Florida and featured five-star amenities in conference, food and recreation along with a wonderful golf course.

The conference had many challenges with the economy in recession; the attendance was down much lower than expected. The committee and the AYP board had to make some tough decisions whether to cancel the conference and

take a huge hit with expenses and contracts or make an even riskier decision and go on with the conference knowing that you would still be in the red at the end of the conference. Moving forward with conference was a tough decision although it was less painful financially to the national association than cancelling all-together.

Chapter 25 was well represented with nine members in attendance. We had a great time seeing old friends and colleagues and meeting new ones. I personally believe it is a wonderful platform to meet and network with some great Y-professionals from around this great land. I also had the privilege of spending time with my first Executive Director who hired me 17 years ago and mentored me to get off on the right foot with our great YMCA movement.

On the last day of the conference, John Coduri gave his final thoughts on his tenure as AYP National Executive

Director. John personally recognized the strength of AYP Chapter 25 and its membership and personally recognized many of our CEOs from across our Chapter who support and believe in AYP!

### *AYP Chapter 25 Spring Conference*

In late May, over 200 attendees came to the Newport News Marriott for our Spring Conference. The conference was a huge success with great speakers and breakout sessions and record breaking contributions in our EAF Fund. I continue to be amazed how generous our YMCA professionals are to take care of their own. We are “Y Family” and we look out for each other.

Special thanks to Megan O’Neil, Spring Conference Chair and Chapter 25 Vice President. Megan stepped up to the plate to pinch hit as conference chair after another colleague stepped away from the YMCA profession. We are

blessed to have many colleagues who contribute their time and talent to continue to improve our great Chapter serving as board members and conference committee members.

### *Looking to the Future*

As we make the turn for the second half of the year, our Chapter 25 goals will be to continue to reach out to new members of our Chapter and to show them how AYP can help them on their journey to success in the YMCA movement. We hope to continue to strengthen our connection with AYP and YMCA professionals from across the commonwealth of Virginia. From our big associations to our smaller “independent” ones, AYP can help to achieve professional success.

I want to wish each and all of you a safe and happy summer for you, your family and your YMCA. And remember, AYP Chapter 25 is there for you!

## What does it take to be a YMCA leader? Learn from the best!



At this year’s Spring Conference, there was a panel of senior YMCA professionals who shared their experiences and tips with upcoming YMCA professionals. Here are some of the bits of wisdom from the group:

▼ If you are interested in growing and serving in various ways, don’t let yourself get boxed in. If you started your career in one area, but feel that your talents could be used in other positions—say so! Tell your supervisor and make your desires known. Don’t forget to be patient, and do your current job well. Your hard work and commitment will be recognized.

▼ Don’t be afraid to take chances and make mistakes. If you have the next great YMCA idea, tell someone about it! Find support and give it a shot.

▼ Your supervisor will not be impressed if you are constantly working 60 hour weeks and never taking vacations. More likely, they will probably be worried about you! Success isn’t about who can work the most hours, it is about working smart and keeping a healthy work/life balance. Don’t forget to put your family first.

▼ Take advantage of networking opportunities like AYP. Use these relationships to learn from your fellow YMCA professionals around the state.

▼ Remember your passions. Whatever you are doing should bring you joy. If its not— assess what would and work toward that.

The panel of senior YMCA professionals was made up of: Tom Carnevale, Mary Kay Gates, Jackie Grant, Chuck Harris, Dick Lyons and James Smith.

## A little etiquette goes a long way! (Excerpts taken from www.mmjacksonconsulting.com)

It's always a good idea to work on improving your etiquette skills in the work place. People who often employ good skills make others feel relaxed and enable business to be conducted more effectively.

▼ Be on time. In fact, be early in order to become familiar with your surroundings. If you are running late, make a phone call.

▼ When meeting someone, use eye contact. Refrain from emailing and answering your cell. Focus on the discussion on hand. Thinking about other things may make the other people feel as though you are disinterested.

▼ Write a personal note to someone who goes above and beyond.

▼ Give others credit.

▼ Listen to your colleagues' ideas without interruption. Allow them to speak and explain their opinions before offering suggestions or feedback.

▼ Be truthful if you cannot finish a project on time.

▼ Try to return calls and emails within 24 hours. If more time elapses, contact the person with an apology.

▼ Proofread your emails. Emails in the workplace could very well be someone's first impression of you.

Showing consideration to others at work will undoubtedly improve your relationships with colleagues. Your actions may even inspire others to be more considerate.

## Y-Homes in the OBX



Do you or someone you know own a rental home in the Outer Banks? Increase demand for your rental property by boosting your home's value and

offering a variety of fun family activities to your guests on their vacation! The YMCA of South Hampton Roads advertises Y-Homes through the website,

TV, radio, email and print ads, to name a few.

Are you worried about staying competitive in the rental home market while others can offer more amenities? You can rest easy, because as the owner of a Y-Home, you will be able to advertise access to all of the Outer Banks Family YMCA's popular amenities, including:

- ▼ Outdoor pool and water spray park
- ▼ Outdoor diving pool
- ▼ New interactive fitness equipment
- ▼ Over 60 Group Exercise classes per week

- ▼ 25-meter indoor pool for Lap Swim or Water Exercise
- ▼ Hot tub and two dry saunas
- ▼ Racquetball courts
- ▼ Year-round skate park
- ▼ Full-court gymnasium
- ▼ ChildWatch & Parents' Night Out
- ▼ Personal training & massage services at member rates

For more information, please see our listing of current homes in the program at [obxamenities.com](http://obxamenities.com) or contact Ilona Price, Membership Director, at (252) 449-8897.

## Boost your brainpower.

Hidden in the grid are eight 7-letter words. Each word begins with the central S and you can move one letter in any direction to the next letter. All of the letters are used exactly once each. What are the words?

Puzzle devised by © Kevin Stone [brainbashers.com]. Answers will be posted on [app25.org](http://app25.org) in several weeks.

G	N	L	K	R	T	E
E	I	E	O	X	A	E
K	R	N	I	H	M	N
E	A	Y	S	E	A	P
R	E	P	P	A	W	O
N	E	A	G	U	E	O
R	N	E	S	A	D	E

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2. \_\_\_\_\_
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# Save the Date!

**AYP Chapter 25**

**Fall Seminar**

October 16, 2009

Camp Thunderbird

Chesterfield, VA

For more information, contact  
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