

AP Directions

Summer 2008

Award Winners



Director of the Year Excellence

Josh Green
Operations Director, Manchester Family YMCA/YMCA of Greater Richmond

Character Commitment

Cindee Marone
(below with Lynn Skeele-Flynn)
Senior Membership & Administration Director, Great Bridge/Hickory Family YMCA/ YMCA of South Hampton Roads

Partnering in the Community

Cindy Angus (top left)
Association Wellness Director
YMCA of Greater Richmond

Outstanding New Director

David Kummern
Senior Member Services Director,
Patrick Henry Family YMCA/
YMCA of Greater Richmond

There are always good things happening throughout AYP Chapter 25. These things don't just happen; they are led by great people. Recognizing members for their individual accomplishments is a long-standing AYP tradition.

This year's award winners include:

AYP Service

Kim White (above)
Marketing Director, Metro Office
YMCA of South Hampton Roads

Membership Loyalty

Greenbrier Family YMCA
YMCA of South Hampton Roads

Distinguished Leadership

Mary Kay Gates (above)
Executive Director, Elizabeth Randolph Lewis Powhatan Family YMCA/YMCA of Greater Richmond



New AYP Southeast Regional Conference Made Waves

This past May, over 300 YMCA professionals set sail for the AYP Southeast Regional Conference in Newport News, VA. The conference was held at the Newport News Marriott, moving from a Chapter 25-only format to now representing the Southeast regionally and seven AYP Chapters.



Attendees were electrified by the theatrical inspirations of keynote speaker Victoria LeBalme and

her interpretations of the "crazy-busy" life of a YMCA professional, and in the end, renewing our conference attendees' commitment to and passion for what we do. Friday's keynote address was from Doug Nielson. Doug shared his personal experience with Nazi

Concentration Camp survivor, Viktor E. Frankl and how it catapulted his work to help people gain more control of their lives personally and professionally.

"The conference committee continues to

Continued on next page.



Chapter 25 CEOs Chuck Harris, Danny Carroll, Barry Taylor and Cal Johnson were in attendance.

New Website Launched!

We asked and you told us. Thank you to those of you who completed a brief survey about your online AYP resources earlier this year. Your feedback was instrumental in the creation of our new site.

If you haven't visited recently, you're missing out! Chapter 25's new, updated site can still be found

at www.ayp25.org, so check it out today. See where the next training is being held or link to YMCA job listings. Watch for additional pictures, updates, learning opportunities and more as the site continues to grow.

Also, discover how easy it is to network via the AYP Forum.

Create your own username and password, and start messaging with your YMCA friends. Ask for advice, share your current project and be inspired by others' creativity!

Log on to www.ayp25.org and click the link to the left under Networking to get started!



Southwest Regional Conference Made Waves



raise the bar with a terrific venue for our AYP members to learn, network, rekindle old friendships and have some fun" said AYP Chapter 25 President, Kim Moser.

From the pre-conference Golf Tournament at Kiln Creek Golf Resort, to the general sessions and breakout sessions, attendees were entertained, informed and made new connections.

Thursday evening's social, sponsored by the YMCA of South Hampton Roads, was a great time had by all. Attendees walked away with some fabulous gifts, including a Star Trac Spinner Bike, compliments of Star Trac Fitness. Friday's Activate AYP Fun Walk and Run was a great way to "walk the walk" as YMCA professionals.

Throughout the conference, Y professionals were recognized for

their past achievements with AYP chapter awards; a true example of celebrating our professional accomplishments.

Next year's conference will be held in late May again, returning to Newport News, VA under the direction of Conference Chair, Christine Mahan. If you have interests in being on the committee, contact Christine at christine.mahan@peninsulaymca.org.



Don't Forget!

2009 AYP National Conference

Orlando, FL
May 6-9



Dreaming of Career Success? Eight Steps Towards Fulfillment

If you feel you've fallen short of achieving your dreams, you're not alone. Just 12 percent of 18-33 year-olds with higher education feel they are successful and living their dream, according to a recent study.

The YesYouCanSurvey of 2,000 adults by Stowers Innovations, conducted in February 2008, also found 76 percent of parents and grandparents of that age group say their goals haven't been realized.

The good news is, the majority of survey respondents did recognize setting goals is an important step toward achieving their dreams. In fact, 92 percent of adults agreed they must set goals in order to achieve their dreams.

In their new book, *Yes, You Can . . . Reach Your Goals and Achieve Your Dreams*, award-winning authors Jim Stowers and Jack Jonathan show people of all ages who are entering the job market how to set goals and chart a path to success. The following eight tips offer a practical roadmap to setting and

accomplishing both professional and personal goals.

Start With a Positive Attitude

Eighty-two percent of 18-33 year-olds and 91 percent of parents/grandparents feel a positive attitude is very important in helping a person become successful in life. Hope, optimism and enthusiasm have a magical effect on the way you think and set your goals.

Understand Yourself

In order to set appropriate goals and take better advantage of life's opportunities, first look within yourself and focus on qualities you want to improve.

Understand Others

The ability to understand others is important for a successful life and achieving dreams. Gain insights by taking time to observe others with an open heart and mind.

Create a Good First Impression

Remember to pay attention to your appearance, correct any bad habits and improve your manners to put

you on the pathway to success. Treating others with respect is essential to achieving your dreams.

Reach Out to Others

Little things make a big difference in realizing your goals. The majority of survey respondents (82 percent of 18-33 year-olds and 93 percent of parents/grandparents) say being sincere and trustworthy is very important in helping a person become successful in life. Practice conveying sincerity to others through your actions, such as radiating a sincere smile and practicing a sincere handshake.

Cultivate Friendships

Ninety-four percent of all survey respondents indicated having a number of close friends is important in determining success in life. Get out where you can meet people and adopt the attitude that everyone you encounter is a friend. Learn how to break the ice and keep a conversation going.

Communicate Effectively

What you say and how you say

it are both important. Eighty-five percent of 18-33 year-olds and 92 percent of parents feel communicating well is very important in helping a person become successful. Learn the art of skillfully asking questions to achieve the result you want.

Understand the Value of Time

Time is our most important asset, especially when it comes to setting goals and achieving dreams. Consider writing down your use of time for 24 hours, categorize your activities and then evaluate if you're getting the most value for those hours spent.

The book "Yes, You Can . . . Achieve Your Goals and Reach Your Dreams" is available in local bookstores, by calling (800) 234-3445 or online at www.stowers-innovations.com and www.amazon.com.

For more information on achieving goals and reaching your dreams, visit www.YesYouCanOnline.info.

Courtesy of ARAContent

2009-2011 Chapter 25 Officers

Congratulations to the newly elected Chapter Officers. These officers have been chosen by you, their YMCA peers, to serve Chapter 25 in the next triennium.

President

Bill Zazynski
YMCA of South Hampton Roads

Vice President

Megan O'Neil
YMCA of Greater Richmond

Treasurer

Michael Bennett
Peninsula YMCA

Secretary

Kathy Peterson
Peninsula YMCA

Membership

Nancie Wingo
YMCA of Greater Richmond

Recognitions

Jennifer Cass
YMCA of South Hampton Roads

Leadership Development

Anna Frost
YMCA of Greater Richmond

Emergency Assistance Fund

Scott Brugh
YMCA of Greater Richmond

Communications

Kimberly White
YMCA of South Hampton Roads

Jo Ann Watts, Jay Parker, Michelle Day, Tricia Hutnan, Jackie Grant, Elizabeth Clark and Jaime Gambaccini will also serve on the board.

Thank you for taking time to vote!

National Board Changes

Two of our very own Chapter 25 members and board members, Tom Flynn and Kim Moser, will be joining the 2009-2011 AYP National Board. Tom will serve as our AYP Southeast Region Chair, and Kim will be our AYP Southeast Region Representative. Congratulations to them both!

Thank You, Kim & Team!

A debt of gratitude goes to the leadership of the 2006-2008 AYP Chapter 25 Board. They have given generously of their time, effort and dedication over the last few years.

Under the leadership of Kim Moser, successes included record-setting membership, EAF giving, conference attendance, conference quality and high touch communications, making this one of the finest chapters in the country.

John Coduri, National AYP Executive Director/CEO, was absolutely blown away by the level of attendance, enthusiasm, support and professionalism at our Virginia Regional Spring Conference, stating that we now have "the best conference in the country."



Kim Moser, John Coduri and Bill Zazynski

We appreciate your dedicated service, Chapter 25 2006-2008 Board!

Get to Know Bill Zazynski

Where did you grow up?

I grew up in Buffalo, NY. Although I think I have heard just about every joke related to Buffalo and its winters, it really is a great place to enjoy cold weather activities especially as a kid. Great hockey fans as well!

How long have you worked for the YMCA?

I worked for the YMCA for over 16 years in several associations including Buffalo, NY; Boston, MA; Winston-Salem, NC; Roanoke, VA; and now South Hampton Roads. I have many great experiences mentoring from great leaders and colleagues and volunteers. I have built a great network of YMCA professional and personal friends that I can confide in.

Tell us about your family.

My wife Beth and I have been married for 13 years. Beth works for the Estée Lauder online division managing product live chat forums for consumers. We have two wonderful and very active children, Will (9) and Libby (8). We also have two Coonhounds, Marshall and Red, whom we rescued. They are a little obnoxious, but lots of fun. We live in the Great Bridge area of Chesapeake, VA and our favorite family activity is going to Sandbridge Beach.

What are some benefits you see from being a part of AYP?

Being a part of AYP gives you

many resources that you can use throughout your career. Our national office in Rhode Island has different tools that can help a new director as well as a seasoned executive director beginning in a new YMCA Branch. I believe John Coduri and his staff have made strides in focusing on professional development tools for YMCA leaders.

Our Chapter 25 is one of the strongest chapters in the United States because of the great Y-professionals that our YMCAs produce. We have great leaders on the board and conference committees who continue to improve how we reach out to our YMCA colleagues. We have two great conferences in the spring and fall and our Emergency Assistance Fund support is very strong. I see the chapter continuing to reach out and help serve in professional development of YMCA professionals.

Why did you want to serve as president?

I want to continue to make a difference and help improve our YMCA professional movement. For the last few years I have served as an at-large board member and spring conference committee chairman. I feel I have made some positive contributions for the good of the YMCA and AYP Chapter 25. We have a great team of board members who want to be the

best and continue to improve the professional opportunities for our Chapter 25 members. It's an honor to lead and be a part of Chapter 25.

If you could give one piece of advice to new YMCA professionals, what would it be?

I need to share two words of advice that I am only passing on from some of my mentors.

1. To be successful, you have to be out in your YMCA, be the face of your programs. Always build relationships, with your members, peers, mentors and community volunteers and community leaders.
2. People are always looking for the next rising star to make a difference. Always be professional wherever you are.



Do You Have Computer Vision Syndrome?

Improper Arrangement & Prolonged Use May Strain Eyesight

Do you use computers daily at work or at home? If so, you may be suffering from computer vision syndrome and not even know it. According to the American Optometric Association (AOA), this syndrome leaves people vulnerable to problems like dry eye, eyestrain, neck and/or backache, light sensitivity and fatigue.

According to the AOA, working at a computer requires a great deal of eye movement and eye focusing. The constant re-focusing effort stresses the eye muscle, leading to computer-related vision problems. It can have a great impact on individuals' comfort and productivity, whether they are at work, school or home.

According to a survey conducted by the AOA, Americans are feeling the pain of computer vision syndrome. Forty-one percent said they have experienced eye strain, and 45 percent cited neck or back pain after prolonged computer or handheld device use. Many of these symptoms are temporary and will improve after ceasing computer work. However, some individuals may continue to have visual problems, such as blurred distance vision, even after computer work has stopped. If the causes of the problem are not addressed, the symptoms will recur, and perhaps worsen, with future computer use.

Computer users can follow these guidelines to prevent or reduce eye and vision problems associated with computer vision syndrome:

- Have your vision checked regularly. Before the age of 60, adults should have



comprehensive eye exams every two years, or as recommended by your doctor (yearly at age 61).

- Limit the amount of time you continuously use the computer. Practicing the 20/20 rule (look away from the computer every 20 minutes for 20 seconds) will minimize the development of eye-focusing problems and eye irritation.
- Check the height and arrangement of the computer. Optometrists suggest more comfortable computer viewing can be achieved when the eyes are looking downward. Optimally, the computer screen should be 15-20 degrees below eye level (about 4-5 inches) as measured from the center of the screen and 20-28 inches from the eyes.
- Check for glare on the computer screen. Windows or other light sources should not be directly visible when sitting in front of the monitor.
- Reduce the amount of lighting in the room to match the computer screen. A smaller light can be substituted for a bright overhead light or a dimmer switch can be installed to give flexible control.

You Blew the Doors Off for EAF

This was a record breaking year for EAF (Emergency Assistance Fund) contributions at the conference. 171 attendees contributed and made pledges of \$14,785, with \$10,530 of that being actual payments by cash, credit card, check and automatic bank withdrawal!

The most we have ever received through pledges and payment at any conference was 126 donors for \$9,360 in 2007.

John Weeks, Youth Sports & Recreation Director at the Victory Family YMCA, made a heart-felt testimony on how the EAF gift helped his family when his son was born with a heart condition. Without EAF, John felt that he and his wife would have been in financial disarray. As one member said, "You do not realize how important it is to contribute to your peers until you actually hear a success story on how the funds made an impact".

We want to thank John for having the ability to tell his story and touching the 303 conference attendees.

- Keep blinking. To minimize the chances of developing dry eye when using a computer, make an effort to blink frequently.

Viewing a computer screen is different than reading a printed page, because the letters on the computer screen are not as precise or sharply defined, the level of

Please remember to tell the story of EAF and encourage any AYP member to apply for grants if they need the funds. All of you should be proud of making an impact in the lives of AYP members who need assistance due to serious illness, accident or other catastrophe.

Another way to educate our members about EAF is through the ambassadors in all the YMCA associations and independent YMCAs throughout Chapter 25. So far, the following have volunteered to lead this charge in 2008: Connie Chapman of the Peninsula Association; Lynn Skeele-Flynn & Tom Flynn of the South Hampton Roads Association; Tricia Hutnan, Scott Williams and Jaime Gambaccini of the Richmond Association and Michelle Day of the Roanoke Association.

If you would like to be an ambassador, help promote the benefits of AYP and tell the EAF story, contact Michael Bennett, Chapter 25 EAF Chairman, at michael.bennett@peninsulaymca.org or by phone at (757) 867-3300.

contrast of the letters to the background is reduced, and the presence of glare and reflections may make viewing difficult.

For additional information regarding computer vision syndrome, please visit www.aoa.org.

Courtesy of ARAcontent

Virginia AYP Chapter 25 Board Members

Kim Moser, President

kim.moser@peninsulaymca.org

Megan T. O'Neill, Vice President

oneillm@ymcarichmond.org

Paul M. Anderson, Membership

paul.anderson@peninsulaymca.org

J. Michael Bennett, EAF/Support Services

michael.bennett@peninsulaymca.org

Leslie Bryant, Leadership Development

leslie.bryant@peninsulaymca.org

Kimberly P. White, Communications

kwhite@ymcashr.org

Jay Parker, Treasurer

jayparker@lynchburgymca.org

Tom Flynn, Advisor

tflynn@ymcashr.org

Lynn Skeele-Flynn, Advisor

lskeele-flynn@ymcashr.org

Kathy Peterson, Board Member

kathy.peterson@peninsulaymca.org

Connie Chapman, Board Member

connie.chapman@peninsulaymca.org

Nancie Wingo, Board Member

wingon@ymcarichmond.org

Bill Zazynski, Spring Conference Chair

bzazynski@ymcashr.org