



Advancing Our Work

The start of the school year is one of my favorite times of the year; you can feel the energy and the excitement as kids and their families kick off a new year of learning and making new friends. For all of us, back to school and the change in seasons is also a fresh start, especially this year, as we welcome new leaders to the Y.

We welcome new senior leaders in the areas of operations, research, communications and real estate. These four seasoned professionals will use their decades of experience to help us build upon our solid foundation of supporting New Yorkers' well-being. Their track records of success, coupled with the fresh perspective they bring to the Y, makes this an exciting opportunity for us. We all have the opportunity to look at our own work through the lens of a new school year and fresh start. Take the time to review your own goals for the year and the ways in which you can better support one another.

Change, while healthy and transformative, can be challenging. As the year unfolds, approach our collective work with optimism each and every day. We are all role models. We play an integral part in shaping our workplace culture as well as the member experience.

Approaching our work with compassion, collaboration and enthusiasm helps keep the Y the best place to work, learn and play.

In this issue of My Y, we take a closer look at our Afterschool Program. Through this critical program, more than 1,000 full- and part-time staff members serve over 10,000 students across 74 sites in the city, inspiring kids every day. Our work allows parents to finish their workday knowing their kids are in a safe, enriching environment.

Students dance, dream up science experiments, sew, and play basketball. They draw, they paint, they learn about American history, space and computers. They make new friends and embrace new experiences that foster belonging, achievement and recognition. Here's to an exciting and fun fall season.

Sharon Greenberger
President & CEO
New York City's YMCA



President & CEO Sharon Greenberger with Flushing YMCA Rowe Scholar Participant Linda Taveras at the recent President's Council event.

Team YMCA takes on the New York City Marathon

Team YMCA, New York City's YMCA's first-ever marathon team, powered across the finish line at the TCS New York City Marathon on Sunday, November 6.

The group of 13 YMCA members and staff, a fraction of the more than 51,000 finishers, teamed up to run the famed race and raised nearly \$30,000 (and counting!) for New York City's children and families in the process. Runners represented the West Side Y, the McBurney Y, the Vanderbilt Y, the North Brooklyn Y, the Harlem Y, the Prospect Park Y and the Dodge Y.

Each Team YMCA participant received guaranteed entry into the 2016 race in exchange for raising a minimum of \$3,000 for the Y Annual Campaign. The funds will help improve the health and wellness of New York families, create employment opportunities for teens and send students to college. Team YMCA members had full access to YMCA branches citywide to train for the 26.2-mile journey across the five boroughs.

Brian Eastman, the healthy lifestyles director at the Prospect Park Y, and Mitch Lyons, the McBurney Y's membership director, ran proudly for their branches as Team YMCA members. Jen Silvers, executive

director of the Flushing Y, and Oliver Lopez, a personal trainer at the Dodge Y, both of whom gained entry to the marathon through a New York Road Runners program, volunteered to fundraise for Team YMCA.

New York Road Runners selected the Y as an official charity partner of the 2016 TCS New York City Marathon this year. The partnership between the two iconic New York institutions committed to health and wellness has helped foster new YMCA advocates, who have brought in more than 300 gifts thus far — largely from first-time donors.



Christian Lopez along with children, Zadie and Darien, in a video they created to fundraise for the Harlem Y.

Team member Christian Lopez, a Harlem resident for the last six years and the son of Ecuadorian immigrants, ran for the Harlem Y and exceeded his \$3,000 fundraising goal, raising nearly \$4,000 for the Harlem Y.

"I know the tremendous impact [the Y has] in the community," said Lopez, who's at the Harlem Y four times a week. "It's my community center. Young and old, women and men—all benefit from [the Y's] programs and outreach."

Team YMCA runner and Vanderbilt Board Member Tony Claudino also exceeded the \$3,000 goal.

The Y supported runners with fundraising, handing out a fundraising tool kit to help manage participants' campaigns and sending regular emails packed with creative fundraising tips. It hosted an all-you-can-eat pasta dinner for runners the Friday before race day in Midtown and handed out YMCA shirts for the marathon.

On race day, the Y hosted two cheering stations to support team members, one at 4th Avenue near 12th Street in Park Slope in Brooklyn, and the other in Long Island City on Vernon Boulevard.



WE'RE HERE FOR GOOD.

Q&A: New Senior Leadership Staff

The Y's recently appointed leadership team is driving efforts to create a healthier and more connected city. Team members include a former PE teacher, a marathon enthusiast, a Brooklyn mom of two and a scuba diver.



NATALIE NORTON
EVP, Chief Operations Officer



JOE CHAN
SVP, Real Estate & Properties



KATHRYN GLASS
Chief Marketing & Communications



ELIZABETH BERGIN
SVP, Research, Evaluation & Strategy

What's your background?

Natalie Norton: I've been with the Y since the 1980s, in both Connecticut and Massachusetts. Most recently I was president and CEO of the Association of YMCA Professionals in Springfield, Mass. Before that, I was senior VP of operations at the YMCA of Greater Boston. I have a degree in physical education and health fitness. Before the Y, I taught PE, science and health to kids in Venezuela.

Joe Chan: I have worked in economic development and real estate for the last 20 years. Most recently, I served as executive vice president for real estate and public private partnerships at Empire State Development, where I oversaw projects like Moynihan Station and the Jacob Javits Center expansion. Before that, I served as the founder and inaugural president of the Downtown Brooklyn Partnership and as a senior advisor to former New York City Deputy Mayor Dan Doctoroff.

Kathryn Glass: I'm a marketer by trade, a New Yorker by birth and a Brooklyn mom of two. In the last two decades, I've worked in and around cultural institutions, creating programs that attract audiences, build loyalty and deliver on mission and income goals. Before the Y, I was the VP for public engagement at the Brooklyn Botanic Garden, where I oversaw marketing and communications, public programs and earned income lines, like the shop and the restaurant partnerships.

Elizabeth Bergin: My background is in data analysis. I've worked with New York-Presbyterian Hospital and have also held various leadership roles with the New York City School Construction Authority and the New York City Health & Hospitals Corporation.

Why the Y?

Natalie Norton: When I came back from Venezuela, it was very difficult to get a teaching job. My dad was the president of the board of the Marblehead, Mass. Y and said 'why don't you work at the Y?' I love the mission. I'm impassioned by the ability to impact peoples' lives in a very positive way. I love to get up in the morning and know I'm making a difference.

Joe Chan: I was drawn by the opportunity to work with a talented team of staff and board members on growing the Y's presence in New York City. I am motivated by working on tangible projects that become a lasting part of New York City's community fabric.

Kathryn Glass: The Y is at the nexus of all the things that inspire me: kids, New York City and healthy living. What more could you want? That's the emotional piece. Intellectually, I'm interested in how we—as a large and historic institution in a very competitive market—position ourselves to deliver best-in-class services and opportunities for an ever-growing, ever-more diverse population.

Elizabeth Bergin: The Y has an extraordinary history of positively impacting the community. Our work touches individuals and their families; it helps shape communities and transcends generations. Who would not want to be a part of that?

What's your leadership style?

Natalie Norton: I'm a coach. I love to include people and provide the opportunity for them to become their best selves.

Joe Chan: I try to provide a clear sense of direction, while doing as much as possible to help my team feel empowered to make decisions and solve problems. I learned about management working in City Hall under Mayor Bloomberg, where the management direction from the top was "Don't mess it up." That was the edited version of the mantra...

Kathryn Glass: Collaborative.

Elizabeth Bergin: Primarily collaborative. I believe in building consensus, meeting commitments and giving individuals with whom I work the support and guidance necessary to achieve goals and grow.

What is one thing that people don't know about you?

Natalie Norton: I was the first girl in Wisconsin to play hockey in a boys' league.

Joe Chan: My picture has been in the sports section of The New York Times twice. Not because of any athletic achievement, but because they took a stock photo of me waiting for a porta-potty. I am still waiting for my first royalty check.

Kathryn Glass: I'm a sucker for a show tune and warble in the shower most mornings, to the chagrin of my more high-minded husband.

Elizabeth Bergin: I love scuba diving.

Where were you most likely to be found after school?

Natalie Norton: I was at Y. I took gymnastics and swimming, and then I taught gymnastics and swimming.

Joe Chan: In the wrestling room. I wrestled in high school and college. I wanted to be good at baseball and basketball, but came to terms early enough with the fact that wasn't in the cards.

Kathryn Glass: Playing four-square on the street with friends, practicing the piano and swimming at the local Y, where I captured a state record in the 50-yard backstroke for girls age 11 to 12. I've never come so close to glory since!

Elizabeth Bergin: When I was in grammar school, I'd be playing stickball with all the kids in the neighborhood.



Y Afterschool PROVIDING A SAFE AND ENRICHING SPACE FOR EVERY CHILD

For the last 20 years, Y Afterschool has helped thousands of students each year across New York’s five boroughs learn and play in a safe environment while their parents finish up the work day.

The program, which currently serves around 10,000 students across 74 sites, is crucial for working parents and has profound benefits for attendees. Studies have shown that students in afterschool programs show a higher rate of school attendance, lower drop out rates, improved attitudes toward school, and higher self-esteem.

“Afterschool is a place where kids can express themselves,” said Lauren Barr, senior executive for youth and community. “The social and emotional learning they do here helps improve academic performance. The Y is a bright spot in these kids’ day.”

Currently, 39 full-time directors staff the afterschool program, alongside nearly 1,000 part-time staff. Special sites called Beacons and Cornerstones offer programming later into the evening—until 9 p.m.—and on weekends.

The Y provides a basic, but fluid structure for its afterschool program, which gives sites the freedom to adapt programming to the community’s needs. Lessons learned during the school day are reinforced after school. The Y model includes academic support, health and wellness, STEM or STEAM and the special Academy Program.

STEM involves activities and games in science, technology engineering and math. STEAM also includes arts programming. With the Academy Program, sites are given a broad theme each quarter to help shape activities. Past “academies” have been American history, “My Selfie,” “Party in the U.S.A.” and space.

“Staff and students can take these in the direction that most interests them,” Barr said.

“The social and emotional learning they do here helps improve academic performance. The Y is a bright spot in these kids’ day.”

Afterschool programs are held in YMCA branches and public schools. Some of the afterschool programs are fee-based, while others are funded through the city’s Department of Youth & Community Development and are free for attendees.

Y Afterschool site directors and staff work closely with school administrators (principals are the primary partners) to shape and enhance programming. “In many places, we’re really a part of the fabric of the school,” said Barr.

Y Afterschool also includes holiday camps, family activities and events. Father-daughter dances have been especially popular, and even prompted mothers to ask for their own event. Last year, the Jamaica Y Afterschool program held a mother-daughter Valentine’s Day event, with a buffet, music and dancing.

Other afterschool sites have organized multicultural potluck dinners, hosted job readiness events for parents and offered mental health and medical services.

Y Afterschool launched in 1996 as a pilot program across 10 sites. Back then, it was called Virtual Y. It expanded the next year. In 1997, and every year since, it’s offered the program in 66 to 100 New York City public schools each year.





Community Spotlight: PS 29 Afterschool Team

When Virginia Lugo sent her son Michael, who was diagnosed with autism spectrum disorder, to the PS 29 Y Afterschool program in Queens, she was nervous about how he would fit in, and how he'd react to attending the program every day.

Fast forward almost a year later, and Michael gets upset if his mother tells him he's not going to the Y on a given day. "The program has been extremely valuable and integral to Michael's emotional growth and overall maturation, even with his diagnosis," Lugo said.

"His social, verbal and communicative skills have been greatly enhanced, and he has shown a marked improvement in overcoming the somewhat reticent behavior he demonstrated prior to his participation," she said.

Michael is one of 100 participants in the PS 29 Y Afterschool program, where kids age six to eleven come for afternoons of snack, sports activities, dance, science experiments, homework and games. Ten Y staff members and one activity specialist run the program.

PS 29 team members have a combined total of 45 years of experience. Staff members have their share of hidden

talents. One team member excels at drawing. Another dances, and one plays African drums. Others enjoy badminton and photography.

Michelle Caban, who is head of the program at PS 29, remembers when Michael first started the program. During dance, Michael did not like being on stage, she said, so staff members made adjustments, letting him learn the moves alongside the dance specialist instead. And during the program's holiday performance for parents, that's just where Michael performed—directly in front of the stage.

"Counselors really worked with him to get him adjusted and involved and made sure that we were meeting his individual needs," Caban said. "They encouraged him to participate, but also adapted the program to him when needed."

That's an approach that staff members take with all students, and one that doesn't go unnoticed by parents.

"I have every confidence Michael will continue to flourish and grow under Ms. Caban's guidance," Lugo said. "They have my deepest gratitude."



From Jamaica to Jamaica

JULIET BEECHER, AFTERSCHOOL SITE DIRECTOR



Juliet Beecher—the 2016 afterschool site director of the year—has dedicated herself to building relationships with administrators.

Beecher oversees Y Afterschool at PS 26, PS 54, PS 48, IS 59 and the SONYC site branch, and runs the Jamaica YMCA's summer camps. "I tell principals 'I do what I say I'll do,' and that's been refreshing for them," she said.

Over the summer, NY1 aired a feature story the Jamaica Y's fashion club, part of its Y Afterschool program, and Amazon subsequently donated 10

sewing machines to the branch. Beecher's team also started a graphic and web design program at the SONYC branch. Beecher credits her predecessors, who've provided invaluable guidance, with her success.

Beecher hails from the island of Jamaica and knows it's ironic that she ended up in Jamaica, Queens. She's been with the Y since 1999. "It's my second home," she said. She was honored last month at The Arts & Letters Reception, a fundraiser supporting the Y Afterschool Program.

Member Spotlight: Arity Garcia

MEXICAN IMMIGRANT FOUND LIFE-CHANGING SUPPORT IN AFTERSCHOOL PROGRAM

When Arity Garcia, a Y Rowe Scholars participant, lost the chance on applying for college scholarships after a mix up over her green card, she decided to enlist in the army.

But Y Rowe Scholars Site Director Joyce Strype knew Garcia didn't have her heart in that decision. Strype had gotten to know Garcia, a Mexican immigrant, over the last four years after Garcia joined the Y Rowe Scholars program in Staten Island at Port Richmond High School as a freshman. Y Rowe Scholars is an afterschool program that focuses on college and career access. Strype was determined to help Garcia get to college.

"Arity was always an excellent student, always came to school with a smile on her face," said Strype, who's been at the Y for the last 10 years. "Immigration said they mailed her green card, but she never received it. I knew her decision to go into the army was for the wrong reasons."

Immigration told Garcia—an undocumented immigrant who came to the U.S. when she was three—that she would have to re-apply. The timing was such that Garcia would not have her green card in time to apply for U.S. scholarships. It was also too late for her to apply for scholarships for undocumented students.

Garcia was also a participant in the Wagner College Pre-College Program. Participants live on campus at Wagner, in Staten Island, during the summer starting their sophomore year of high school and attend classes and enrichment programs. During the rest of the year, Garcia did well in the program, and Wagner offered her a scholarship. But the army was offering to help fast track



her green card and also help her family members get green cards.

Strype met with Garcia daily at that point, talking to her about the importance of a college degree and encouraging her to take Wagner up on their offer. "We tapped every resource we could," Strype said. But Garcia turned Wagner down. She started the enlistment process.

When Garcia finally received her green card in August, she realized she had made a mistake. She had yet to

"Thank you for believing in me, worrying about me and always being honest in your advice. You're one of the few people who always encouraged me to keep going when I felt like I couldn't anymore, and for that I'll be eternally grateful."

complete her enlistment and decided it was time to give Wagner another call. They ultimately agreed to give her the full scholarship, including room and board. Garcia immediately called Strype to tell her.

In a thank you to Strype, Garcia—now a Wagner freshman who plans to study education and history and wants to become an immigration attorney—said, "thank you for believing in me, worrying about me and always being honest in your advice. You're one of the few people who always encouraged me to keep going when I felt like I couldn't anymore, and for that I'll be eternally grateful."

Strype said, "I'm so glad she changed her mind. I worked so hard to get her to see the potential in herself. If we make a difference in one person's life, then all the hard work we do is worth it."

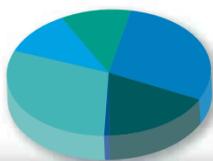
2016 Summer Camp by the Numbers



13,299 CAMPERS SERVED

1,197 more campers than 2015

1,343 CAMP STAFF



DEMOGRAPHICS

- Asian/Pacific Island : 11%
- Black : 29%
- Hispanic : 17%
- American Indian/Alaskan : 1%
- White : 30%
- Unknown : 11%

CORE PROGRAMMING COMPONENTS

- STEM
- Literacy
- Arts
- Fitness & Swimming
- Character Development



71 CAMP SITES

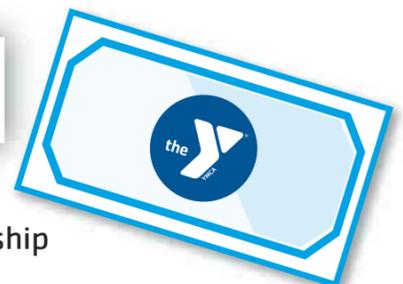
- Bronx : 4
- Brooklyn : 20
- Manhattan : 17
- Queens : 17
- Staten Island : 6
- Early Childhood : 6
- Upstate : 1

DISTRIBUTED \$1,012,600 IN SCHOLARSHIPS

2,077 Youth received scholarships

\$370 per youth average day camp scholarship

\$948 per youth average sleepaway scholarship



• HEARD AND SEEN •





1 CUNY Service Corp Intern Zeran Li poses as the Statue of Liberty at the city-wide New Americans Welcome Center training day at Ellis Island.

2 Dordy Jourdain with board member Alisa Payne at the Bedford-Stuyvesant YMCA's annual Brooklyn Honors event.

3 Staff and members of the Chinatown YMCA teamed up for the annual Brooklyn Bridge Walk.

4 Vehicles and pumpkins abound at the Cross Island Y's Touch-a-Truck Fall Festival.

5 AO team at the Fit for All 5K—Dan Garber, Adrienne Smith and Clare Dwyer survived the rain for a great race.

6 Staff at the Chinatown YMCA celebrate birthdays together. Left to right: Steven Wong, Chi Yung, Tony Kung, Tim Hui, Marjorie Tapia, Narcisa Loza, Gillian Hill, Michael Keller, Jamie Tam, Derek Samuelson and Marie Choi.

7 Arts and Letters honorees and volunteers Toby Byrne, Kris Magel, Chris Geraci, Jon Stimmel, Sharon Greenberger, Carleton Gordon, Chris Blunt, Juliet Beecher, Bill Rueckert and Cleveland Rueckert.

8 Joe Chan, the new SVP of Properties and Real Estate, crosses the finish line at the West Side YMCA's Fit for All 5K.

9 West Side YMCA staff at the Fit for All 5K. Back row: Nick Sessa, Christopher Ponce, Sade Belfon, Bryan Seward, Greg Mateo, Thomas Dickson Front row: Dominique Atkinson, Jennifer Mendez, Lyvette Soto, Bianca Perez, Ciaseem Andrews, Erica Lyon, Diana Echevarria, Crystal Rivera, Marjorie Jean-Jacques.







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1 During the 2016 Patrons Reception, Vanderbilt YMCA's Senior Executive Director Anita Harvey, board members, staff and volunteers honored the generous individuals who contribute \$250 or more to the Annual Campaign.

2 The Harlem Y's Latoya Jackson, Tiffeny Forrest and Jamal Williams at the annual Arts & Letters Reception at Jazz at Lincoln Center.

3 Executive Directors Jen Silvers and Meishay Gattis celebrate at the President's Council event.

4 Dodge YMCA Instructor Alma Bonilla (in orange) surrounded by members of the Dodge Y after a Zumba demo at the Atlantic Antic.

5 Vanderbilt YMCA Communications Director Mary Park with Leaders Club Volunteer and Youth Speaker Farjana Tahmim at the Annual Campaign Patrons Reception.

6 At the annual Atlantic Antic, Hannah Kramer (in blue) and Petra Claiborne (in gray), both Les Mills Body Combat instructors, demo the class with the help of a member.

7 Mitch Lyons and Jolaina Peltier from the McBurney YMCA celebrate with long-time member Father Joe at the McBurney Y Veteran Member event.

8 Chief Development Officer Gary Laermer kicks off the Tri-State Conference.

9 Y Afterschool staff at PS 8 Jermaine Brown, Karalene Chinchester, Nia Davis, Gregory Garvin, Moses Mondesir, Malissa Solon and Toi Knox Ward receive the Proclamation Award for Lights On Afterschool.



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Staff Spotlight: Jorge Caraballo

Jorge Caraballo's great grandmother died from diabetes, and his cousin passed away from the illness just two years after graduating from college.

When Caraballo's doctor diagnosed him as pre-diabetic four years ago, he wasted little time finding his way into the Y's Diabetes Prevention Program, determined to get his health under control.

"In the beginning, it was difficult to adjust to a new lifestyle. But the program worked for me. It changed my life."

Now, he helps others make healthy choices as a lifestyle coach in the program. He also teaches Zumba at the Bed-Stuy Y after taking to the exercise during the program and later becoming a certified teacher. He's been a Y employee for the last two years.

"My grandmother was also diabetic at 65. I told myself, I don't want to go down that path," Caraballo said. "I made the decision to do what it takes to stay healthy as long as I can."

He signed up for the 16-week diabetes prevention program at the Park Slope Armory YMCA when a friend



and his doctor suggested it after adopting a soda-free diet didn't lower his blood sugar.

His coach, Jordan Correa, now the program director, helped him track his fat intake—the program goal is

to reduce one's weight by 7 percent—analyze a food and activity log and make minor, but life-changing adjustments to his diet. Participants share recipes, analyze menus to choose healthier foods when eating out and review food measurements.

During the program, and the six-month post-program maintenance period, Caraballo did Zumba and swam at the Chinatown Y to stay in shape. He also signed up for Citi Bike.

He lost 35 pounds and his blood sugar and cholesterol dropped. "I felt great," he said. "In the beginning, it was it difficult to adjust to a new lifestyle. But the program worked for me. It changed my life."

He first noticed its dramatic effect on the subway. To get to the Park Slope Armory YMCA, he transferred from the R train to the F, scaling a series of stairways. He always missed the connection; he was too out of breath. "At the end of 16 weeks, I was catching that train," Caraballo said.

Caraballo has run two programs at the Flatbush Y, is completing a group at the Dodge Y and is running a group at the Bed-Stuy Y. He started teaching Zumba at the Bed-Stuy Y after his Chinatown Y Zumba instructor encouraged him to apply. "She really believed in me," he said.

What's Your Workout?

YEAN JIMENEZ
SWIM INSTRUCTOR
WEST SIDE YMCA

WEEKLY WORKOUT ROUTINE

MONDAY: Early morning six-mile run in Central Park, New Jersey, or on a treadmill at the Y in the winter + a two-mile swim at the Y after work

TUESDAY: Long morning bike ride, about 50-70 miles on Route 9W in New Jersey

WEDNESDAY: Early morning six-mile run in Central Park, New Jersey, or on a treadmill at the Y in the winter + a two-mile swim at the Y after work

THURSDAY: Long morning bike ride, about 50-70 miles on Route 9W in New Jersey

FRIDAY: Early morning six-mile run in Central Park, New Jersey, or on a treadmill at the Y in the winter + a two-mile swim at the Y after work

SATURDAY: Rest

SUNDAY: Slow, eight-mile run

PLAYLIST

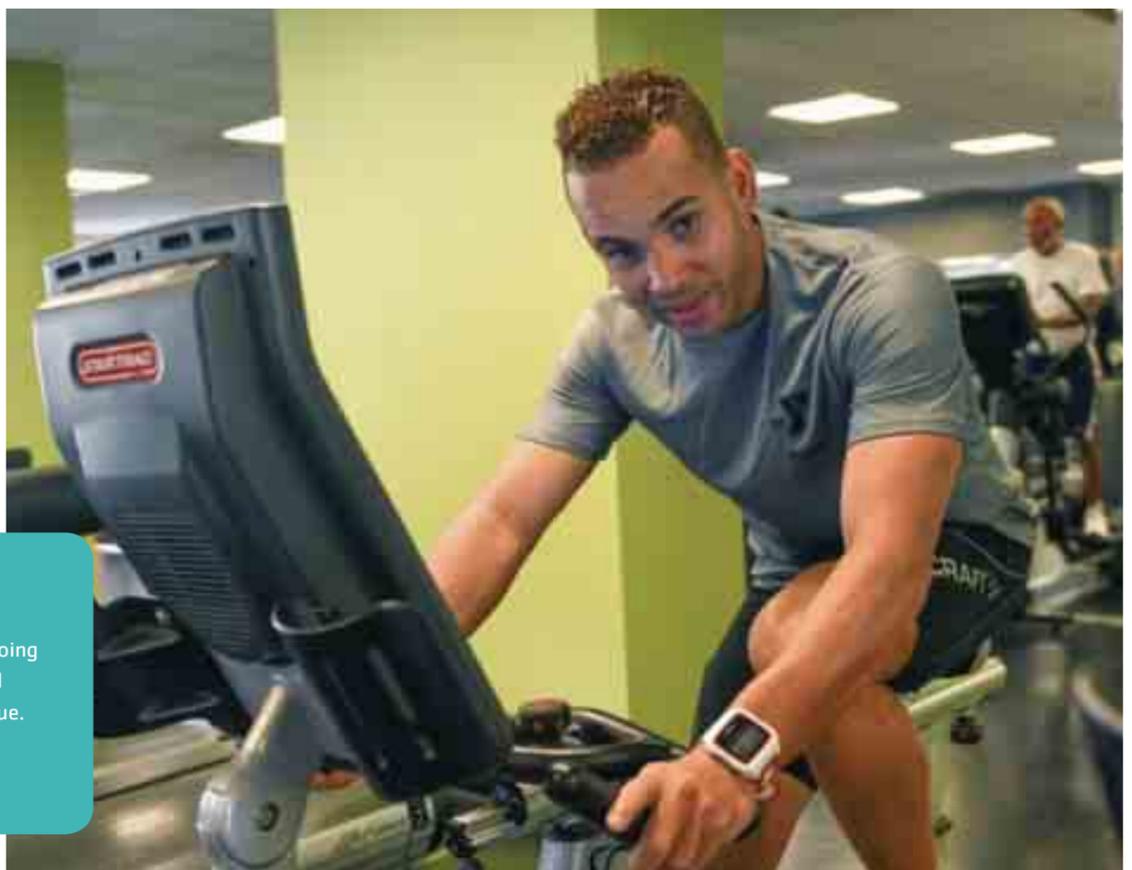
I typically don't run with music. I like to watch what's going on around me and really feel my workout. But if I do, I'll listen to Reggaeton, hip-hop, bachata, salsa or merengue.

In addition to my swim instructor position at the Y, I'm a professional triathlete, so my workouts are always running, biking or swimming. Growing up in the Dominican Republic, I learned to swim at age six. Since I was a teenager, I've competed in dozens of triathlons and international sporting events.

My workout philosophy is to keep moving! Exercise helps us to lead a long, healthy life and builds character. To stay motivated, do a workout or exercise you like. Laugh

and have fun. Sometimes it's hard to keep going by yourself, so train with friends. It's also great to socialize while exercising – sign up for a race or a fitness class. And don't forget to rest.

When I teach, I tell my students, it's not just a swim lesson. Through swimming—and exercise in general—you learn about personal growth, safety and sportsmanship. Exercise builds confidence and sparks enthusiasm.



What it Takes to be a Y Lifeguard

One grew up on a farm in Peru. Another is studying accounting in college. Yet another is a mom to two little girls. The Y's 450 lifeguards staffing its 27 pools and four waterfronts are a diverse bunch. They're also highly qualified and are constantly honing their skills and picking up new ones. Y lifeguards have gone through a lengthy process to end up poolside at the city's Y's. They completed a national lifeguard certification. They're trained in CPR/AED, first aid and in giving oxygen. Every month, they attend an in-service to review their skills, and quarterly, Senior Director of Aquatics Mary O'Donoghue runs surprise, emergency drills. Here's what a group of lifeguards from across the five boroughs have to say about how they ended up at the Y and what it's like to work at the Y's pools:

HUGO SALHUANA

West Side Y head swim coach, lifeguard and swim instructor

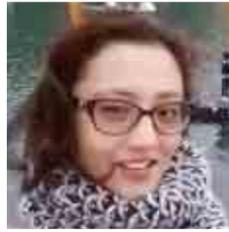
Growing up on my grandparents' farm in Peru, I played in creeks, streams or rivers near the Pacific Ocean. I've always loved the water and still treasure being near it. At age 11, I immigrated to New York, and my mother got me a membership at the West Side Y. I taught myself to swim at the Y. At 14, I joined the Aquatics Leaders Club and helped the swimming instructor during classes. By 16, I completed the lifeguard course and was hired as a lifeguard. I'm proud to say Valentine's Day will be my 46th anniversary at the West Side Y. It's like my home. I've met so many nice people here from different parts of the world. The best part is knowing the many people I've taught how to swim are safer in the water and hopefully enjoy it as much as I did during my childhood.



SONAM YANKEY

Long Island City Y lifeguard and swim instructor

I moved to the U.S. from Nepal in 2005. When I was in college here, I learned to swim at the Long Island City Y. I then started volunteering at the pool and helping my instructor teach. He suggested I become a lifeguard. Swim strokes and endurance are part of the prerequisite for lifeguarding. That was a challenge for me back then, but I passed and was then certified. I love swimming and anything in the water. I've worked part-time at the Y since 2007, and I love the welcoming atmosphere of the pool—it's a great work environment—and the flexible schedule that being a lifeguard allows.



IRVIN PIERRE

Bronx Y lifeguard, swim instructor and on-deck aquatic supervisor

As a kid, I didn't know how to swim and watched from the sidelines as kids my age swam or jumped off a diving board. In my late teens, I worked at the Jamaica Y as an after school counselor, and at age 19 I decided I wanted to learn how to swim. My director taught me. I picked it up quickly, I enjoyed it and decided I wanted to be a lifeguard and work at the Y. My first rescue was on July 4, 2013. He was a kid named Brian. He jumped in on the deep end, didn't have goggles on and didn't know how to tread water. When he realized he couldn't stand, he became stressed and I brought him out on a rescue tube. Rescuing someone really makes you realize how significant this job is. My true joy is teaching kids how to swim. I'm giving them what I never had as a child.



ASHA HARGROVE

North Brooklyn Y lifeguard and swim instructor

I've been a lifeguard for 12 years, and I really enjoy the job. Every moment is a teachable moment. I was on swim team in high school in Connecticut, and at 16 I became a lifeguard. I love it. People look out for each other; we're like a big family. Once, a child's floating device came off and they dipped under. I jumped in to grab them; they barely swallowed water. I'm very grateful that's all I've had to do.



MATTHEW GREENFIELD

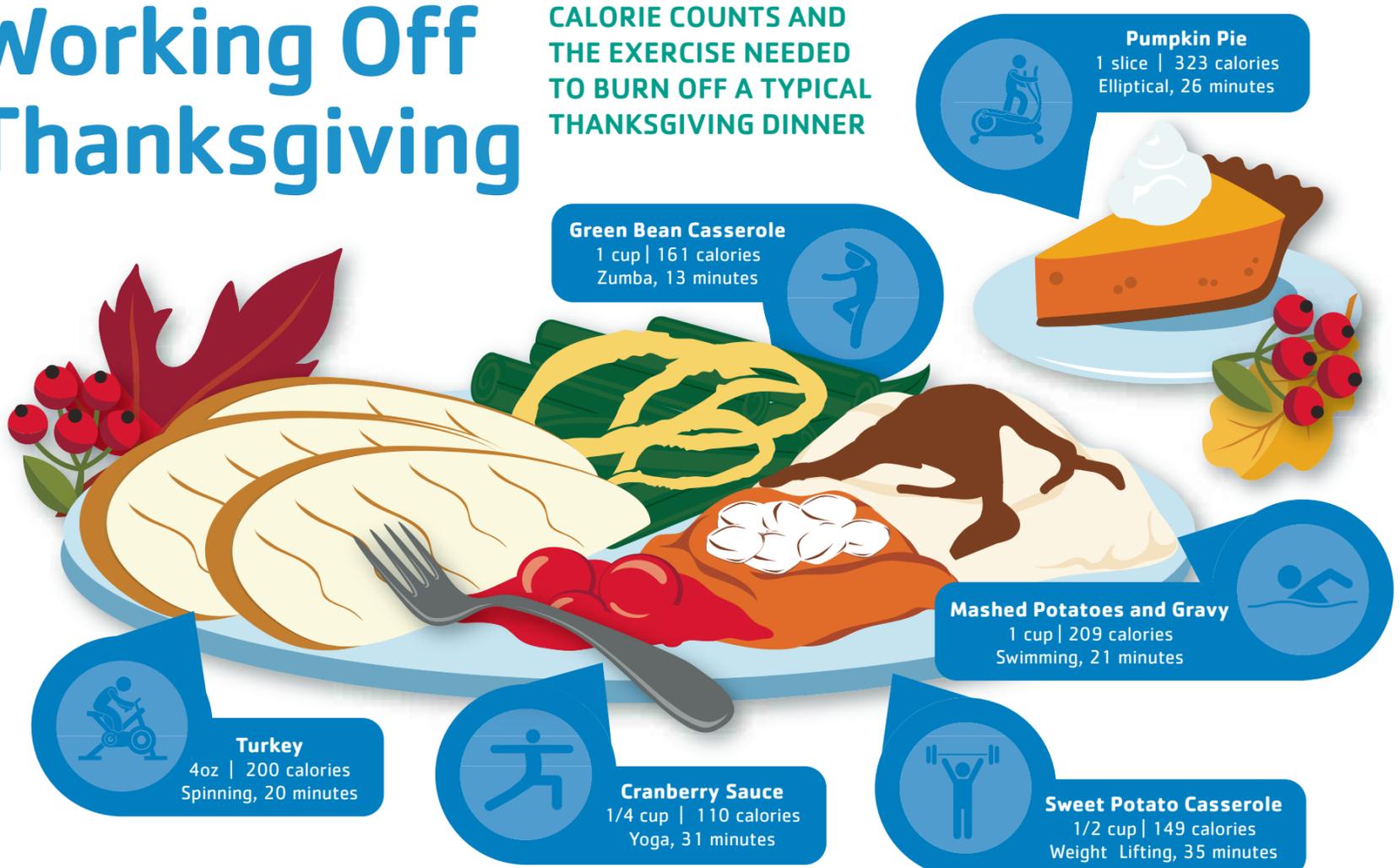
South Shore Y lifeguard and swim instructor

I'm a sophomore in college studying accounting. I'm on my college swim team and I just love being near the water, watching people swim, watching how they swim. I'm always near water. About a year ago, a fellow lifeguard and I helped a woman who was struggling in the deep end of the pool. She said she couldn't swim, but thought she'd be okay. Not everyone knows how dangerous the water can be. It's our job to keep everyone safe.



Working Off Thanksgiving

CALORIE COUNTS AND THE EXERCISE NEEDED TO BURN OFF A TYPICAL THANKSGIVING DINNER



The Juggle FINDING WORK/LIFE BALANCE AT THE Y



For Bharathi and Balan Iyer, working long hours makes it even more crucial to carve out special time for family and fun. Bharathi is a membership sales and engagement director in the Bronx, and Balan a senior business manager at the Vanderbilt and Harlem Ys.

The Iyers and their son Yogi, 9, eat dinner together every night. On Sundays, they turn off electronics for a few hours to play board games and sing together. "Balan sings very well," said Bharathi.

The family also cooks together using recipes from their parents in India. On the weekends, they'll visit Hindu temples, Jones Beach, or Balan's sister in Connecticut. Balan pursues his passion for Hinduism, volunteering as a priest at a Hindu temple. Yogi goes with him, attending a program that teaches Indian classical music and yoga. Bharathi loves practicing Indian classical dance and reading about astrology.

The Iyers started at the Y as front desk reps—Bharathi in 2004 at the West Side Y and Balan in 1988 at Sloan House Y—and worked their way up to directors. "I love working for the Y," said Balan.

"My passion for the Y started when I met Balan," Bharathi said, noting his enthusiasm for his job was infectious. "Our goal is to make a difference in the community and help as many people as possible achieve their health goals."

Yogi also grew up at the Y. He attended the early childhood program at Vanderbilt and now participates in the Cross Island Y Afterschool. "He loves summer camp at the Bronx Y and playing basketball at the Harlem Y," Bharathi said, "and he has a dream of working for the Y when he grows up."

With Bharathi in the Bronx, Balan in midtown and home in Queens, the commute and coordinating schedules is often a challenge. And even more so with no immediate family nearby to help. "You have to plan things way ahead of time," Bharathi said.

Bharathi picks up Yogi from afterschool, but Balan will jump in if she has to work late. They found the right formula to make it work for them.

"Our goal is to make a difference in the community and help as many people as possible achieve their health goals."

An Attitude of Gratitude

WE ASKED Y STAFF WHAT THEY WERE THANKFUL FOR IN 2016. HERE'S WHAT WE HEARD:

FAMILY AND FRIENDS

I am thankful to have such a great staff and people to work with.

For Jesus Christ and His love, care, and presence in my life.

I'm grateful that by the grace of God I never gave up and I was able to push through the losses, disappointments, and pain I was dealing with. This year I'm able to see and enjoy the blessings that I have.

FAMILY: My foundation (strong one)
HEALTH: Being able to live life and share
JOB: Sense of stability for me and my love ones and be a team with others

HAVING THE ABILITY TO REACH OUT TO HUNDREDS OF PEOPLE A WEEK IN A POSITIVE WAY IS A WONDERFUL GIFT.

THE WONDERFUL PEOPLE I WORK WITH EVERY DAY

A CARING, HARDWORKING AND COMPASSIONATE STAFF THAT IS DEDICATED TO SERVING OUR FAMILIES DESPITE THE CHALLENGES.

THE LOVE, UNDERSTANDING AND SUPPORT FROM MY FAMILY

There is no better feeling than to have confidence in your team, to receive a warm greeting and smile as we enter our work facility. It makes the difficulties we face before getting into work disappear.

FOR HAVING MY FAMILY AND MOTHER IN MY LIFE.

my health, my family, friends and the opportunity to continue to serve the Y and create opportunities for achievement and impact, for all, in this great city!

For nature and quiet and the warmth of close connections with others.

MY WONDERFUL WIFE AND FAMILY.

CONTINUED GOOD HEALTH, THE WELL-BEING OF MY CHILDREN, MY FRIENDSHIP WITH MY SPOUSE, THE COOL WEATHER OF FALL.

the wonder and excitement I still feel living in this tough and exuberant city.

A comfortable bed to sleep in, a safe home, and plenty to eat every day

CONNECTING WITH LIFELONG FRIENDS

I am grateful that I am able to continue to inspire my students

especially my seniors to actively participate in fitness classes on a consistent basis.

the opportunity to make a difference in the lives of my clients, helping them achieve their fitness and wellness goals. While I may motivate my clients, watching them transform themselves is inspirational.



Our Y Families



1



2



4



3



6

5

1 “Declan’s first swim class at Prospect Park! He loved it! Don’t worry, we have swim caps now.” – Clare Dwyer

2 McBurney Y members at the Take Your Base 5K in Coney Island

3 Westin hanging out in Prospect Park’s child watch having tons of FUN!

4 Aubrey Filis, daughter of Jacqueline Filis, executive director of the YMCA Counseling Service, attends the Counseling Service’s Recovery Celebration, which was held in September at the South Shore YMCA.

5 Brayden Ganzman, son of Andrea Ganzman, Director of Fund Development & Communications for the Staten Island YMCA, goes down a bounce house slide during the South Shore YMCA’s Fall Fest in September.

6 Y kids show their Vanderbilt YMCA spirit. Left to right: Mikayla Stacey-Garcia (daughter of Lisa Garcia, Vanderbilt Y Senior Youth & Family Director, and Michael Garcia, North Brooklyn Y Senior Youth & Family Director); Jean Carlos Urena (son of Wilmin Urena, Vanderbilt Y Shift Supervisor); Yogi Iyer (son of Balan Iyer, Vanderbilt Y Senior Business Manager, and Bharathi Iyer, Bronx Y Membership Director); and Amalia Phoenix Dolezal (daughter of Mary S. Park, Vanderbilt Y Director of Fund Development and Communication).

Kicking it Boomer Style

AT THE FLATBUSH Y, COOPER JR. AND LUCIANO HELP PEOPLE HALF THEIR AGE GET HEALTHY

On a given day, Johnny Lee Cooper, Jr. could teach total body conditioning, circuit training, deep definition, or spin classes to name a few. Steevi Luciano might lead Zumba, aqua aerobics or bust out moves teaching a live DJ dance class.

Together, the two group exercise instructors are powerhouses of fitness at the Flatbush Y. Both are in their sixties, and both are keeping community members fit in Brooklyn, helping people half their age—and well above their age—lose weight, increase stamina and embrace healthy living.

Cooper was always fitness-minded, but decided to pursue it as a career four years ago after his senior pastor asked him to run a new gym at his church. Cooper, who had been working in the insurance and healthcare industries, went back to school and got a degree in personal training and occupational studies. He interned at the Flatbush Y, was mentored by a personal trainer there at the time and was then hired on.

"I love training, and I have fun doing it," said Cooper, who's known on the basketball court as "Coach Coop"

and can still play with college players. "They ask 'how old are you?!'"

Many community members in Cooper's classes have reached significant fitness milestones, losing anywhere from 50 to 100 pounds. "I love seeing other people reach



their fitness goals," he said. Cooper said the foundation and philosophy of the Y attracted him to the job.

Luciano has taught at the Flatbush Y for the last 10 years of her 26-year teaching career. She was a professional dancer and also sings. After majoring in dance at Hunter College, Luciano taught aerobics at gyms around the city. She then taught choreography at the YWCA. When the YWCA closed, she started teaching at the YMCA.

"Dance class is my favorite," Luciano said. "At the Y, I started with one class, and I worked my way up to 10." She also teaches ultimate abs and spinning.

Luciano has continued to pursue her passion for singing and dance over the years. She was a member of the Rod Rodgers dance company, sang and danced on American Bandstand and Soul Train, sang at Carnegie Hall and Lincoln Center and was nominated for a Grammy. She still sings professionally and is currently producing an album.

All Hands on Deck for Fall Membership Campaign

With teamwork, collaboration and a little creativity, the Y welcomed 10,567 new members to the association during the fall membership campaign. Of the Y's 22 branches, seven exceeded their membership goal. Here's how two of them did it.

HARLEM YMCA

Harlem Y Associate Executive Director Latoya Jackson and Membership, Sales and Engagement Director Shearrod Duncan set the goal of getting 320 new members on board at the Harlem YMCA this fall. In the end, 345 joined.

From the end of August to early October, it was all hands on deck at the Harlem Y. "From prospecting to community outreach to open houses to email blasts, we all worked as a team," Jackson said.

During open houses, the center offered demonstrations of new fitness classes and the most popular classes and provided free snacks. Staff members stood on street corners surrounding the Y and handed out postcards on the day of the open houses, chatting with community members working to attract more people. Others gave prospective members tours tailored to their interests.

"Everyone chipped in," said Duncan. "Following up on everyone who reached out to us was also really important."

Duncan and membership and engagement specialist Craig Parker made sure the Y had a presence at local street festivals, block parties and church health seminars. They offered a family Zumba classes at a Baptist school event. They walked in the African American Day parade. "And we did step aerobics during the parade, without the actual steps," he said.

RIDGEWOOD YMCA

La-Vena Francis, the Ridgewood Y's executive director, and membership sales and engagement director Sebastien Augustin had a goal of 220 new members for the fall.

"But we wanted to push ourselves," Augustin said. "So we aimed for 230, and we ended up with 233."

Ridgewood's approach was also a collaborative one, and they got an early start. Francis and Augustin developed a plan well before the campaign started. A key component of the plan: engaging both current members and employees of all levels.

"We use hyper-local, grassroots efforts to ensure we spread the message of our campaign," Francis said. "It's also important to create a fun, festive atmosphere in the branch."

Ridgewood created special branch themes on almost a weekly basis during the campaign. The theme of one open house—dancing as a workout. The event included dancing demos, with a hip hop performance. The most successful event was a 90-minute stamina fitness challenge, "work out 'til you drop."

"It was engaging," Francis said, "and everyone had a great time."

Balloons and healthy snacks helped create a welcoming environment.

Part of Francis and Augustin's strategy was to make sure to engage potential members of all ages—adults, families, seniors. For families, they opened up the center's Kid Chef cooking program to the community for a day. They also held a back-to-school pediatric health fair and a general health fair at Wyckoff Heights Medical Center. The fair featured a family and a kids' Zumba class.

Also important was keeping employees up-to-date on the team's progress and excitement about the campaign. Email blasts let staff members know the team was on track and how they could help push their number over the goal. "We regularly communicated results," Francis said. "And in the end, it was because of all staff that we exceeded our goal."



Taking Advantage of Your Benefits

NEW BENEFIT PLANS FOR 2017



Effective January 1, 2017, all regular employees scheduled to work 20+ hours per week on their primary assignment will be eligible to select Group Accident and Critical Illness coverage with AFLAC. Group Accident insurance will pay you a benefit for the treatment of injuries suffered from a covered accident. Critical illness insurance will help you with the expenses that can accompany certain medical events.



Effective January 1, 2017, part-time regular employees will be eligible for medical coverage with Alieria. The options being offered are not considered comprehensive health insurance and do not include hospitalization. These plans offer minimum essential coverage and meet the individual requirement as stated in the Affordable Care Act (ACA).

As a reminder, all regular employees are also eligible for the following benefits:



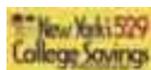
YMCA Membership – staff scheduled to work up to 29 hours per week can receive an individual membership at the branch where s/he is employed, at no cost. Staff scheduled to work 30 to 40 hours per week can receive a YMCA citywide membership—valid for use at all YMCA of Greater NY Branches—at no cost.



403(b) Smart Account – you can make pre-tax contributions to this voluntary savings plan for your retirement.

Employee Assistance Program (EAP) – provides resources to help resolve personal concerns that may be affecting an employee's health, well-being, family life or job performance. Provides confidential assistance to employees and their dependents 24 hours a day, seven days a week.

Commuter Benefits Program – allows staff who are scheduled to work more than 20 hours per week on their primary assignment to pay for their monthly commute by using tax-free dollars.



New York's 529 College Savings Program – an education savings plan designed to help families set aside funds for future college costs.

SUPPLEMENTAL BENEFITS



Plum Benefits – offers exclusive discounts, special offers and access to preferred seating and tickets to top attractions, theme parks, shows, sporting events, movie tickets, hotels and more!



Verizon Wireless – a discount of 19 percent applies to most voice and data plans.



Sprint Wireless – a discount of 22 percent applies to select regular-priced monthly data.



AT&T Wireless – a discount of 15 percent off qualified voice/data plans.

What We're Reading

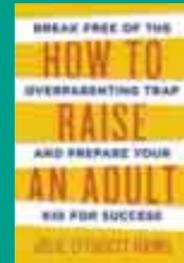
A COLLECTION OF BOOKS RECOMMENDED BY Y STAFF

From a guide on how to avoid "overparenting," to a story about growing up in 1970s Brooklyn, Y staff members are getting inspired by books this fall.

HOW TO RAISE AN ADULT

by Julie Lythcott-Haims

The mom and former dean of freshmen and undergraduate advising at Stanford looks at how overparenting harms children, parents and society, and offers strategies on how to let kids make their own mistakes. Good for parents of toddlers to twenty-somethings.



A MANUAL FOR CLEANING WOMEN

by Lucia Berlin

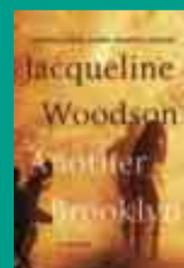
This fascinating compilation of the legendary short story writer's best works introduces readers to switchboard operators, struggling mothers and hitchhikers from laundromats and halfway houses in the American Southwest to upper class Bay Area homes.



ANOTHER BROOKLYN

by Jacqueline Woodson

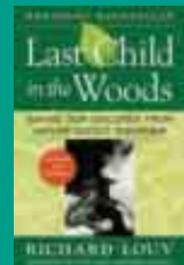
The National Book Award-winning author (for young adult book *Brown Girl Dreaming*) tells the tale of August, who grew up in 1970s Brooklyn, as the anthropologist returns to New York to bury her father. It's her first book for adults.



LAST CHILD IN THE WOODS

by Richard Louv

The journalist and author talks about the "nature deficit"—how disconnected kids are from active play outdoors—the multiple benefits of immersion in nature and the solutions in our backyard.



WHAT I TALK ABOUT WHEN I TALK ABOUT RUNNING

by Haruki Murakami

The Japanese writer chronicles the year he spent training for the New York City Marathon in a book that's part-memoir, part travelogue and part-fitness journal.



Renovations Modernize Greenpoint Y

For its 110th birthday, the Greenpoint Y got a facelift.

The facility, which opened in 1906 on a 10,000-square-foot lot on Meserole Avenue and Lorimer Street, underwent a series of upgrades this past summer that modernized the branch's lobby and fitness areas. Upgrades came as the branch has seen increasing demand for youth and adult programming.

Improvements included installing new windows and flooring in the fitness center, creating a dedicated youth/yoga studio room and a spin studio, revamping the membership desk area, integrating the strength training area with the fitness center, upgrading exercise equipment and painting and putting in energy-efficient lighting throughout.

"It has been very exciting to complete the construction on this truly transformative project," said executive

director Kendall Charter. "My team is thrilled that the results of this project will allow us to expand our adult and youth programs, elevate our facility and continue to bring our members and community the best possible health and fitness experience in Greenpoint."

The renovations improve the flow of the fitness center and provide visitors with better access to every machine. Creating a dedicated spin studio has also made it possible for the facility to offer more indoor cycling classes each day.

And converting a classroom previously used for Early Childhood education—the program was moved off-site—has allowed the Greenpoint Y to expand its youth programs for fall 2016 to include classes such as ballet, hip-hop, jazz, tap, drawing, puppetry, tumbling and acrobatics, theater, art, the world of Legos, piano and music.



Throwback

Jen Silvers, executive director of the Flushing Y, played tennis and soccer in high school, and was so skilled on the field that she earned a soccer scholarship to college. But it's football that brought her fame – Silvers was the only female on her high school football team in Northern Virginia her senior year.

"The team struggled in its kicking game," Silvers said, and the football coach had been eyeing her soccer prowess and asking her to try out for the team since sophomore year. "Finally, senior year I said, I'm doing it."

Silvers had knee surgery the summer before tryouts and

hadn't practiced, but made the team. She never missed an extra point, and her longest field goal was 40 yards. The team made it to regionals that year.

"It was a blast," said Silvers, a self-professed huge Washington Redskins fan. "The guys on the team really looked out for me. Once they saw I could kick, they didn't care if it was a female or a male out there."

Once during a game, a player on the opposing team hit Silvers unnecessarily, trying to knock her down. But she held her ground. "I didn't fall down," Silvers said. "I was very proud of that moment."



SOCIAL MEDIA HUB



Are we seeing double? Nope! Just another pair of adorable YMCA twins! #twintuesday



We couldn't be more proud of Maxine, our beloved Rockaway YMCA member and volunteer who has rebuilt her life through exercise! Here she is on NY1!



Thank you to @NASDAQ for having us this morning for the ringing of the opening bell! #hereforgood #igniteambition



Maria Molina is running the @nycmarathon on behalf of the @DodgeYMCA. Her training buddy is Oliver! HOW CUTE!

