



Y Buckeye Bulletin

A Newsletter for the Ohio Alliance of YMCAs

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ALLIANCE BUSINESS

SPECIAL OLYMPICS OHIO PARTNERSHIP CONTINUES

The Ohio Alliance of YMCAs and Special Olympics Ohio (SOOH) are happy to announce the continuation of our successful partnership. An agreement extension was signed, continuing the partnership until June 30, 2026. As a reminder the terms of the original agreement remain the same, and we encourage all Ohio Ys to continue offering free memberships to athletes and their athlete provider. We also encourage you to take advantage of the trainings offered exclusively to YMCAs, staff, members, and community members through SOOH.

If you need more information or marketing/communications materials, please reach out to the Alliance staff.

YMCA ALLIANCES TO MEET WITH AMILIA

As part of our Alliance's work to cultivate and support potential opportunities for Ohio Ys, some of the Ohio Alliance team are travelling to Montreal at the end of January to meet with a group of other alliances and Amilia. As you've heard us discuss, Amilia is a potential software solution for local Ys. We have been in conversation with Amilia for about a year, and engaged Siva Balu to help Ys vet this opportunity.

To prepare for that meeting, Amilia would love to understand your challenges and opportunities for 2024. The Amilia team put together a short survey to help capture those themes. If you could take a few minutes to complete that survey, we would much appreciate it. <https://www.surveymonkey.com/r/MKKPX32>

NATIONAL ADVOCACY DAYS REGISTRATION

This year's National Advocacy Days will be Monday, February 12—Wednesday, February 14, 2024. [Click here](#) for more information and to register.

In order to best prepare Y advocates for effective meetings with leaders in DC, Y-USA is offering three pre-sessions designed to educate staff and volunteers in advance of the conference. During each virtual session participants will:

- Gain an understanding of legislative priorities related to a specific area of impact.

ALLIANCE BUSINESS CONT.

- Learn how to engage congressional members and staff in conversations around these priorities with key talking points, themes and messages.
- Discover what data to compile for a successful Hill meeting.

Learn how to connect priorities with your work back home.

Dates:

Jan. 24 || 3:30 PM EST Social Responsibility

Jan. 31 || 3:30 PM EST Youth Development

Feb. 7 || 3:30 PM EST Healthy Living

It is strongly recommended that National Advocacy Days participants attend these sessions in real time or listen to the recording prior to arriving in Washington, DC.

ANNUAL REPORT NOW OPEN

The annual reporting process for non-financials opened on Monday, Dec. 4. Completing the nonfinancial portion of the annual report includes making updates to employee records. The deadline to submit non-financial data and employee updates is Jan. 31. Financial reporting opens in March and closes in June. For more information, click [here](#).

QUICK RESPONSE IN A CRISIS

Congratulations to the team at the YMCA of Greater Cleveland for their swift response to a medical emergency at their Y! Please watch the video for all the details! <https://www.youtube.com/watch?v=GvhnWVYqbJs>

BOARD GOVERNANCE

BOARD LEADERSHIP THREE BIGGEST TAKEAWAYS

When we entered 2023, I had no idea what I was going to write about on my blog.

To be honest, many of these blog topics come from you, my readers. Some come from my clients. Others from Nonprofit Leadership Lab members.

Most of them cover “evergreen” topics. Things like what it takes to be a great executive director, or ways you can make your board members feel appreciated. If I had written them yesterday, or 10 years ago, it would really not make any difference.

Other topics are more timely. Of the moment. Sometimes urgent.

Like so many of you, I tend to get nostalgic at this time of year. I like to look back and see what has been accomplished. Where I can improve.

In reviewing all of the blog posts I wrote in 2023, there were three topics in particular that stood out for me. Three overarching themes.

As you prepare for 2024, I’d like for you to reflect on these topics, perhaps while you are getting some long overdue down time during the holidays (she says hopefully)

1. YOU’VE GOT TO MANAGE YOUR TIME

It’s time my friends. It’s time to stop wearing the number of hours you work like a badge of honor.

It’s time to stop behaving as if you are surprised by what appears on your calendar.

BOARD GOVERNANCE CONT.

It's time to really look at the work you do every day and make sure it is in fact the best and highest use of your time.

Two blog posts this year offer actionable strategies that really help. They are there for the taking. Several readers told me that they used one of these ideas to successfully make the case for hiring administrative support. Other readers told me they are finally getting a grip on their calendars.

In 2023, I offered you two pieces of very practical advice. That's my job.

Your job? Put one foot in front of the other and try them. Both of them.

- **Master Nonprofit Time Management in 90 Minutes**
- **Make The Case for Administrative Support**

2. LOOK IN THE MIRROR AND SEE A LEADER

When I see you, I see a leader. Do you?

There's a chapter I wrote in my book called "I Came To Change the World Not Conduct Performance Reviews". And of course, it's true. And also, performance reviews are important.

But at the end of the day, you were hired for a reason. To lead. To model leadership in your organization. To create a culture in your organization that aligns with the values that live in your program work.

You need to own that leadership.

Please step away from your laptop and embrace the responsibility of leading. Two of my personal favorite posts this year put leadership and culture front and center. These posts are special because they are not solo posts.

One is shared, co-written with my friend and remarkable nonprofit champion Beth Kanter. The other is written in honor of a woman I never met in person who ignited a culture of giving on the day we opened the doors to the Nonprofit Leadership Lab more than six years ago.

- **Empathy is the Key to Effective Leadership**
- **Create a Culture of Giving in Your Organization**

3. REMEMBER: YOU ARE PART OF A MOVEMENT

You might find this selection a bit odd but stay with me.

I wrote about an imminent government shutdown and how vitally important it was that nonprofit leaders come together to bring the impact of a potential shutdown to life. Media coverage seemed so abstract or so focused on the political divide and that became the story.

Or the story became about travel challenges at airports as we approached holidays.

This piece is not really about a government shutdown. Its message is the most important one I communicated this year.

As a leader you are an advocate. For your cause, your clients, your communities. It's what you do. The hyperfocus on your own work makes all the success in the world. AND AND AND we have to raise our gaze and look at our own role in an entire sector. One with power, one with economic leverage and one that offers meaning and purpose to a world hungry for it.

This post, **A Call to Action for Nonprofits**, is about the power of the collective.

And it ends with this:

We are a community of advocates, caregivers, and changemakers.

We are the safety net when the system fails, and we have the power to make our voices heard. So let's use that power wisely and strategically.

BOARD GOVERNANCE CONT.

Let's not just be reactive; let's be proactive.

Let's not just be service providers; let's be storytellers.

Let's not just be organizations; let's be a movement.

Because when we come together, we don't just change the narrative; we change lives.

HERE'S TO A VERY SUCCESSFUL 2024

I consider it both a joy and a privilege to write for you. My work offers me and my entire team a daily dose of meaning and purpose – to provide nonprofit leaders like you with the resources and community that will enable you to work to make the world more fair, more just, and more beautiful.

On behalf of all of us, thank you for reminding us daily of our shared humanity.

-Joan Garry



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SAVE THE DATE

2024 OHIO YMCAs LEADERSHIP CONFERENCE

March 20-21, 2024

**at the Renaissance Columbus
Downtown Hotel**





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Ohio Alliance of YMCAs 2024 Meeting Dates

Neighborhood CEO Meetings				
	January (Virtual)	April (In Person)	August (Virtual)	December (In Person)
Northeast	1/9 10-11 am Zoom Link	4/9 10 am – 12 pm	8/6 10-11 am Zoom Link	12/10 10 am-12 pm
Northwest	1/9 11:30-12:30 pm Zoom Link	4/10 10 am – 12 pm	8/6 11:30-12:30 pm Zoom Link	12/11 10 am- 12 pm
South/Central	1/10 11:00 – 12:00 pm Zoom Link	4/11 10 am – 12 pm	8/7 11:00 – 12:00 pm Zoom Link	12/12 10:00-12:00

Statewide CEO Meetings	
Statewide CEO/CVO Meeting	February 7 10 am – 12 pm (Zoom Link)
Statewide CEO Meeting	June 14 (location TBD) 10 am – 2 pm
Statewide CEO Conference	September 26-27 Nationwide Event Center, Lewis Center, OH

Ohio YMCAs Events/Opportunities	
Ohio YMCAs Leadership Conference	March 20-21 Columbus, OH
Leadership Academy Cohort 4	Launches August 2024
Ohio YMCAs Child Care Summit	Fall 2024 (date TBD) Columbus, OH

National Meetings	
National Advocacy Days	February 12-14 Washington, DC
NAYDO	April 3-6 Denver, CO
Mid-Major Ys CEO/CVO Meeting	September 10-13 Alabama
EMLE	October 2-4 South Hampton Roads, VA
YNAN Ys CEO/CVO Meeting	October 8-11 Tampa, FL

**Statewide Peer Community Virtual Meetings
(Click Meeting Title for Zoom Link)**

	May	November
<u>Aquatic/Swim Team</u>	5/7 10-11 am	11/12 10-11 am
<u>Resident Camp</u>	5/7 11 am – 12 pm	11/12 11 am - 12 pm
<u>Membership</u>	5/7 1-2 pm	11/12 1-2 pm
<u>DEI</u>	5/7 2-3 pm	11/12 2-3 pm
<u>Health/Wellness</u>	5/7 3-4 pm	11/12 3-4 pm
<u>COOs</u>	5/8 10-11 am	11/13 10-11 am
<u>Property/Facility</u>	5/8 11 am- 12 pm	11/13 11 am – 12 pm
<u>HR</u>	5/8 1-2 pm	11/13 1-2 pm
<u>Youth Sports</u>	5/8 2-3 pm	11/13 2-3 pm
<u>Branch Executives</u>	5/8 3-4 pm	11/13 3-4 pm
<u>CVOs</u>	6/13 11 am – 12 pm	11/7 11 am – 12 pm

Child Care	
All at 1 pm (Click Here for Zoom Link)	
January 17	July 17
February 21	August 21
March 20	September 18
April 17	October 16
May 15	November 20
June 19	December 18

Financial Development
All at 2 pm (Click Here for Zoom Link)
February 21
April 17
June 19
August 21
October 16
December 18

