



FALL
STAFF
RALLY
24

ALL ROADS
LEAD TO
RALLY

FALL STAFF RALLY 24

PRESENTED BY



2024 RALLY PLANNING COMMITTEE



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Director of Public Policy & Statewide Initiatives

WENDY BONILLA

Director of Alliance Services & Special Projects

WELCOME TO FALL STAFF RALLY



Dear YMCA Staff of Illinois,

Welcome to our annual Fall Staff Rally! On behalf of the Fall Staff Rally planning committee, it is my distinct honor to extend a heartfelt welcome to each of you. Special thanks to each of this year's committee members for their unwavering focus on creating an exceptional Fall Staff Rally for all of us! This year, we are united by a shared mission, inspired by the timeless spirit of the Olympics. Just as Olympians go for the gold, we are joining together to "Go for the Impact."

The Olympic Games have always symbolized excellence, perseverance, and unity—values that are deeply ingrained in the YMCA's mission of service 'for all'. Olympians train tirelessly, pushing beyond their limits, and striving for greatness. They embody the power of dedication, teamwork, and the unyielding pursuit of a dream. At this Fall Staff Rally, we aim to harness that same energy and passion to elevate our work and deepen our impact on the communities we serve.

Throughout Rally, you will have the opportunity to engage in transformative sessions, share best practices, and network with like-minded colleagues who are just as committed to our cause as you are. Our theme, "Go for the Impact," is a call to action. It challenges us to think big, act boldly, and make a difference that resonates far beyond the walls of our facilities.

As we come together to learn and grow, let us remember the words of Olympic legend Jesse Owens, who said, "We all have dreams. But in order to make dreams come into reality, it takes an awful lot of determination, dedication, self-discipline, and effort." Each of you embodies these qualities, and it is through your unwavering commitment that we can create a lasting legacy of positive change.

Fall Staff Rally is not just an event—it's a celebration of our collective journey and a springboard to future successes. Let's seize this moment to inspire one another, to innovate, and to ignite the spark of possibility within ourselves and those we serve. Together, we can and will achieve greatness!

Thank you for your dedication, passion, and the invaluable work you do every day. Let's make this Fall Staff Rally a landmark moment as we "Go for the Impact" and continue to build a brighter, stronger future for our communities!

Patrick Mainieri
COO, Bloomington-Normal YMCA
Chair, 2024 Fall Rally Planning Committee

SPONSORS, VENDORS & PARTNERS



Please join us in thanking our sponsors and vendors for their continued support and generosity. Be sure to stop by our vendor booths during the Rally to learn more about these fantastic companies and enter your raffle ticket for a chance to win a prize.

Vendor contact information can be found on pages 20 and 21.

PRESENTING SPONSORS



ACTIVITY SPONSORS



VENDORS



PARTNERS



FALL STAFF RALLY SCHEDULE



PRE-CONFERENCE TRAININGS

Location:

Bloomington-Normal YMCA
202 St Joseph Dr,
Bloomington, IL 61701
309- 827-6233

TUESDAY, SEPTEMBER 24

1:00 pm - 5:00 pm
Annual Giving Training

WEDNESDAY, SEPTEMBER 25

8:00 am - 5:00 pm
Annual Giving Training
11:00 am - 5:00 pm
Cultural Lenses

THURSDAY, SEPTEMBER 26

8:30 am - 10:00 am	Registration + Vendor Tables Open
9:30 am - 10:20 am	Workshops Round I
10:20 am - 10:30 am	Transition Break + Vendor Time
10:30 am - 12:00 pm	Opening Session
	Chair Welcome
	Tune Into Your Cues: How to Avoid Cue-lessness – Kristen Bock
12:00 pm - 1:00 pm	Lunch
1:00 pm - 1:15 pm	Transition Break + Vendor time
1:15 pm - 2:15 pm	Peer Community Group Time
2:15 pm - 2:30 pm	Transition Break + Vendor time
2:30 pm - 3:30 pm	Workshop Round II options
3:30 pm - 3:45 pm	Transition Break + Vendor time
3:45 pm - 4:45 pm	Workshop Round III options
4:45 pm - 6:00 pm	Transition Break/ Vendor Reception / Dinner
6:00 pm - 7:00 pm	From Start to Finish: Building Effective Teams

FRIDAY, SEPTEMBER 27

7:30 am - 8:30 am	Breakfast
7:30 am - 9:15 am	CEO Breakfast
8:15 am - 9:15 am	How To's
9:15 am - 9:30 am	Break + Check Out
9:30 am - 11:30 am	Closing Session
	AIAI Oh! - Embracing AI for a Brighter YMCA Future - Jorge Perez
11:30 am	Closing, Farewell

PRE-CONFERENCE TRAININGS



The Illinois State Alliance of YMCAs, in partnership with YMCA of the USA and Northern Midwest Learning Center, are pleased to offer the following pre-conference trainings. We are so excited to offer the very first training session of YUSA's new Annual Giving training! This is fresh out of the box and not available in LCDC yet, so registration is through the Alliance's platform. Cultural Lenses registration is through LCDC. Both trainings qualify for continued learning credits.

Annual Giving Training

Tuesday, September 24th, 1pm-5pm & Wednesday, September 25th, 8am-5pm

Bloomington-Normal YMCA, 202 St Joseph Dr, Bloomington, IL 61701 • 309- 827-6233

Instructor: Carrie Collins, CRFE, Senior Director, Philanthropy Engagement, YMCA of the USA

Registration Fee: \$50 - fee covers snacks (Tuesday) and meals (breakfast, lunch Wednesday), YUSA is not charging for this course.

To introduce philanthropy best practices with timeless practices, Y-USA has redesigned its training programs to assist Ys in raising more money and building a culture of philanthropy. As one of the first classes in the nation, we are thrilled to offer our new Annual Giving Training to the Illinois State Alliance. The goal of our new Annual Giving Training is to support development of a year-round, multi-channel annual giving program in order to help Ys establish a steady and reliable source of income while growing staff fundraising knowledge and engagement. With a renewed focus on connecting with potential donors to ask for their support, a Y can offer donors the opportunity to contribute to a cause they care about and make a meaningful impact over time.

Course Objectives include:

- To understand the role of annual giving at the YMCA.
- Recognize the key stages of the Donor Cycle.
- Identify the elements of a Case For Support for YMCA Annual Giving and how to tell your Y story.
- Gain knowledge of the roles volunteers and staff play in fundraising in a Y's Annual Giving program.
- Become informed of the Five Elements of the Annual Giving Fundraising Cycle and their importance.
- To become familiar with Key Metrics that can be used for a YMCA Annual Giving program.
- To become familiar with a YMCA Annual Giving Plan Yearly Calendar

Registration Link: <https://illinoisymcas.regfox.com/annual-campaign-training>

Cultural Lenses 2.0

Wednesday, September 25th, 11am-5pm

Bloomington-Normal YMCA, 202 St Joseph Dr, Bloomington, IL 61701 • 309- 827-6233

Instructor: Elli Grapp, Regional Training Director, Northern Midwest Learning Center

Registration Fee: \$45 (includes lunch)

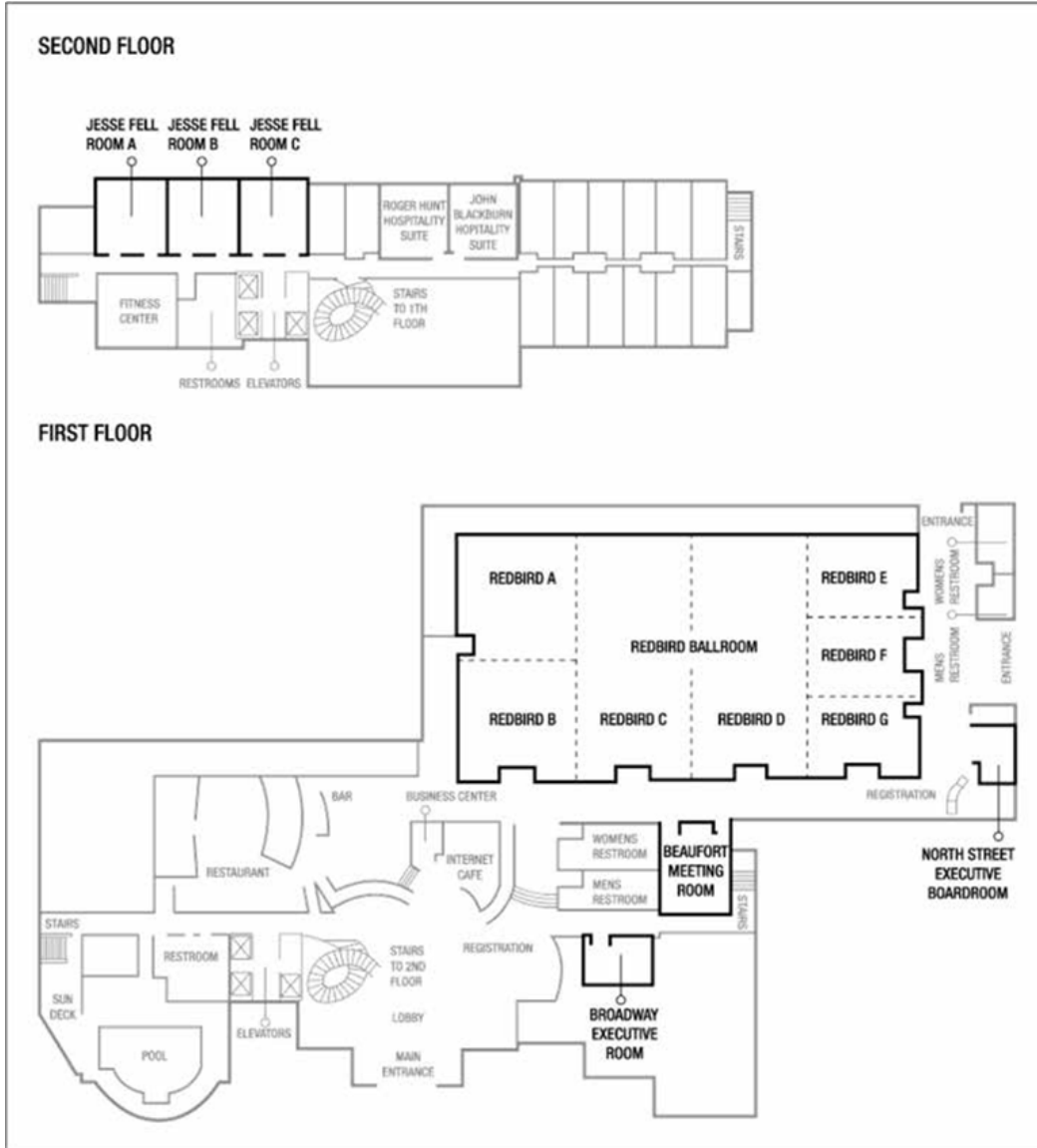
Cultural Lenses: Building Relationships Through Cultural Lenses is designed to enhance cross-cultural understanding, relationships, and engagement among all YMCA staff. Participants will be introduced to an analytical framework through which they can explore, recognize, and honor the influence of cultural background on patterns of human behavior. The tools presented foster personal reflection on the impact of culture—our own and others. Rather than exhaustively describing selected cultural groups, this training cultivates knowledge, dialogue, and interaction about culture. Cultural Lenses is a key element in the Y's on-going strategy to build a culture of inclusion and to develop culturally competent staff.

Registration Link: <https://lcdc.yexchange.org/Catalog/Class/Detail/299447>

HOTEL FLOOR PLAN



The hotel's check-in time is 3 p.m. The hotel's checkout time is noon. Guests will be permitted to check-in earlier or check-out later subject to room availability. Baggage will be stored at no charge for early arrivals and late departures.



RALLY PERKS & PLUSES



ONE-ON-ONE RETIREMENT FUND CONSULTATIONS

Are you on-track for retirement? Registered guests will receive an email invitation to schedule one-on-one consultations with a representative of the Y Retirement Fund.

VENDOR GIVEAWAYS!

Thanks to the generosity of our wonderful vendors, all Rally attendees will have the opportunity to win fantastic prizes. Rally attendees will receive 10 raffle tickets at registration, which can be deposited in the raffle bags at each vendor booth. We will be drawing the winning tickets throughout the Rally. Good luck!

FALL RALLY MEALS

All meals and breaks are included in the conference fee. Those requesting special dietary requirements for meals at the time of registration will be honored. Unfortunately, we will not be able to honor last minute requests.

FALL RALLY EVALUATION

As a conference participant, you will receive an email shortly after the conference that will direct you to an online conference survey. Thank you in advance for sharing your feedback with the planning committee.

THURSDAY AFTERNOON PEER COMMUNITIES:

Peer Communities connect professionals from across the state with similar job functions or projects. Members of each peer community will meet to network, brainstorm, troubleshoot and share successes and challenges. Although your work may involve multiple Peer Communities, we ask that you please select ONE to participate in during the Rally.

- Aquatics
- Early Childhood
- Employee Services (HR/Payroll)
- Executive Leadership
- Finance
- Fund Development
- Health & Wellness
- Membership & Marketing
- Out of School Time/Camp/Teens
- Property Management/Facilities
- Sports



GET SOCIAL!

Help us capture memories from this year's Rally by posting photos to Facebook, Instagram and X using these hashtags:

- #ILRally2024
- #BeCauseY
(get us on the 'Living Our Cause' feed)
- @illinoisymcas

GENERAL SESSION PRESENTATIONS



TUNE INTO YOUR CUES: HOW TO AVOID CUE-LESSNESS

Kristin Bock, Body Language Blue Prints

Kristin Bock works with professionals to leverage nonverbal cues so they can stand out in person, in presentations, and in the digital world. Kristin—aka Woman Determined to Skyrocket Your Success Using the Science of Body Language—is the founder of Body Language Blueprints, an online platform for enhancing communication skills.

Kristin is on a mission to help leaders provide the nonverbal respect everyone wants and needs. In 2018, Bock left her job of 25+ years to pursue her love of body language and believes it's more imperative today than ever. With workplace dynamics rapidly changing and evolving, she's committed to teaching professionals and leaders its critical importance in building connection and promoting inclusion. Kristin believes that showing civility, including to those with differing viewpoints, is needed now more than ever. Or, as

her grandpa used to say, "We're all quirky different, so you better know how to relate!" Kristin partners with leaders to improve their self-awareness and interactions with others. She has given numerous talks about connecting with people virtually, has coached TEDx speakers, and has been featured on The List.

Kristin self-identifies as a "Nonverbal Nerd" and hopes to one day be viewed as cool by her children. She is a thought-bubble enthusiast and only once did she meet a seven-layer bar she didn't like.

FROM START TO FINISH: BUILDING EFFECTIVE TEAMS

Danielle Carey, Manager, Interviewing – Talent Acquisition, YMCA of Metropolitan Chicago and Patrick Mainieri, COO, Bloomington-Normal YMCA

Let the Games Begin! Our work at the YMCA is often 'siloed' to who we work closest with. This interactive and hands on competition will allow you to explore the employee experience around team building and teamwork. Learn how you can quickly establish the necessary structure for effective teamwork, maintain or modify that structure as needed, and create an environment where each team member feels valued through the process. With the success of our local Ys dependent on how we approach our collaborative work with one another, the experience is designed for everyone to grow in their approach to teamwork and prepare you to **Go for the Impact!**



AIAI OH! - EMBRACING AI FOR A BRIGHTER YMCA FUTURE

Jorge Perez, President and CEO, YMCA of Greater Cincinnati

Join us for "AIAI Oh!", a dynamic keynote designed to navigate the fast-paced world of Artificial Intelligence (AI) with a focus on how the YMCA can leverage these advancements. In this engaging session, we'll explore how AI is reshaping our environment, offering frontline integration strategies that align with our mission. Discover new tools created by AI that can enhance our services and operations, and delve into game-changing solutions that promise to elevate our community's experience. Together, we'll look towards a hopeful future empowered by AI to achieve our goals, foster deeper connections, and ensure a welcoming space for growth and belonging. Gear up for an insightful journey into the AI landscape tailored for the YMCA family.

WORKSHOPS



THURSDAY MORNING WORKSHOPS:

Simplified Sustainability and Savings: How Gyms & Fitness Centers Benefit from Outsourcing Energy Management

Budderfly, Norm Pensky, Program Director

The increasing imperative for gyms to demonstrate their commitment to sustainability and lower their carbon footprint might seem scary, but it doesn't have to be. Learn how gym and fitness owners are adopting innovative, industry-leading technologies and equipment for energy savings. By working with an energy efficiency partner like Budderfly, owners are benefiting from lower utility bills and operating costs, improving their bottom line and member experiences, and accessing deep operational insights. Join us to hear the success story of a YMCA owner and learn how to implement these strategies at your locations.

Leveraging Technology to Deliver Health and Wellness Programming when Faced with Staffing and Resource Challenges

Technogym, Kristina Sommer and Patrick Wellington

This session will include discussion around application of AI driven content for member onboarding, exercise prescription, as well as individual and group programming.

Trends and Opportunities for YMCAs in Illinois

Amilia, William Owens, Manager of Sales

As experts in the recreation registration space, we've seen changes in the way Illinois communities engage in local activities. The past few years have had a huge impact on people's habits, and we're still adjusting to the new needs of communities. While new realities have emerged, we have seen numerous YMCAs and community centers across Illinois putting in place initiatives to adapt along with their changing communities. What hasn't changed is the important role Ys play in providing value to members. Let's explore together the most inspiring trends & opportunities for Illinois YMCAs. By understanding the shift in member priorities, you'll be able to expand your Y's impact and enhance the experiences you offer!

What's Your Community Effort Score?

Daxko, Brittini Young and Katie Neal

Ever wondered why some members stay loyal for years, while others vanish after just one visit? The answer could be simpler than you think. It's all about how much effort is required by your members—or rather, how little. Learn why 96% of customers might leave after just one bad experience and how to:

- Boost your member experience from good to great.
- Turn visitors into loyal members.
- Measure and enhance community engagement.

Don't miss out on expert insights and strategies to become a leader in member experiences!

PD 101 with the Parkinson's Foundation

Jessica Bartsch, Parkinson's Foundation–Midwest Chapter

Join Jessica to learn about the Basics of Parkinson's Disease (PD). This discussion will include an overview of what Parkinson's disease is, highlighting causes, early signs, and common symptoms. In addition, information on the Parkinson Foundation's free resources for the PD community will also be discussed.

RCX Sports: Re-imagining Youth Sports Experiences

RCX Sports, Dakota Marriott, Director – NFL FLAG Growth & Strategy

Learn how RCX Sports is mission-aligned with NFL, NBA, NHL, and MLS to transform youth sports, increasing participation with the primary objective of bringing support, standards, affordability, accessibility, and fun across the entire youth sports landscape.

Your Natatorium Air and Water

Efficient Air Systems, Patrick Beaudoin, CSE (Sales Engineer)

Good Air and water quality verses the effects of poor air and water quality.

WORKSHOPS



Empowering YMCA Leaders: Harnessing AI for Enhanced Community Impact **Traction Rec, Jenny Sera and Jason Dobrolecki**

Join us for an insightful workshop designed to equip YMCA leaders with the knowledge and tools to leverage Artificial Intelligence (AI) for transformative community impact. This session will explore how AI can be integrated into digital strategies, change management, and daily operations to enhance efficiency, member engagement, and overall organizational effectiveness. This workshop is ideal for YMCA leaders, managers, and staff who are interested in understanding and implementing AI to drive community impact and operational excellence. Join us to learn how AI can empower your YMCA to achieve greater success and make a lasting difference in your community.

Key Topics and Benefits:

- Digital Strategy: Understanding the role of AI in developing a comprehensive digital strategy.
- Exploring AI-driven tools and technologies that can streamline operations and personalize member experiences.
- Change Management: Best practices for managing organizational change during AI adoption.
- Strategies for training staff, fostering a culture of innovation, and ensuring smooth transitions.
- Adopting AI: Practical steps for implementing AI technologies within your YMCA.
- Enhanced Efficiency: Automate routine tasks to reduce administrative burdens and allow staff to focus on high-value activities.
- Improved Member Engagement: Use AI to deliver personalized experiences and timely communications to increase retention.
- Leverage AI analytics to gain deeper insights into member behavior and program performance, driving informed decision-making.

Making the Most of Y Retirement Benefits

Matt Servedio, Manager of Education and Y Relations, Y Retirement Fund

This Presentation will highlight the unique retirement benefit that your Y provides – the YCMA Retirement Fund! We will explore the differences between the Y Retirement’s two Plans- the 401(a) Retirement Plan and the 403(b) Savings Plans (including the Tax-Deferred Account, Roth Account and Rollovers) – and how you as a Y employee can achieve lifetime income in retirement just by saving with the Y Retirement.

THURSDAY AFTERNOON WORKSHOPS

Altering Your Voice

Nia Jeffrey Herrod, Senior Program Director, South City Family YMCA (Gateway Region)

We are done with code switching! Voice is defined as “an agency by which a particular point of view is expressed or represented”. Here, we learn to be ourselves while altering the time, place, and contents of our conversations to fit the people we are addressing. It is important to know how to speak and interact with the people around you in a way that breeds success. Our success as leaders comes from being able to read the room and figure out the best approach to get people inspired to do what you need them to do. However, how we talk or the vernacular in which we decide to articulate ourselves should not have to always be modified as a result.

Anti-Racism 101: Breaking Barriers and Confronting Racism

Megan Vasquez, Sr. Director of Sports & Wellness, North Suburban YMCA

In a world where Diversity, Equity, and Inclusion (DEI) are under attack, the urgency of confronting racism becomes even more important. Through this workshop we’ll explore the critical issues surrounding race and racism, spark discussion, promote understanding, and delve into the fundamentals of Anti-Racism and how to get started. Our discussion will: · define race and racism; empower participants with practical strategies on how to get started with striving to be an anti-racist; and highlight the power of unity, empathy and collective action in the fight against racism. Whether you are new to the discussion or deeply engaged in the work of being an anti-racist, “Anti-Racism 101” will offer valuable insights and tools to deepen your understanding and contribute to the movement for racial justice.

WORKSHOPS



THURSDAY AFTERNOON WORKSHOPS, CONT.

Catching Up, Keeping Pace with Technology

Andy Adelman, Chief Technology Officer, YMCA of Metropolitan Chicago

Catching Up: Keeping Pace with Technology is a workshop designed to empower participants with insights and strategies for keeping up with our rapidly evolving digital landscape. In this session, we explore how technology impacts many facets of the YMCA experience. We'll cover strategies on working within tight budgets to keep systems and software current while constantly improving business processes and keeping up with Cyber Security. We will also delve into the transformative power of artificial intelligence (AI), which is reshaping industries and revolutionizing business practices.

Crucial Conversations: Surviving and Thriving Through Tough Topics

Sara Cole, President & CEO, Duluth Area YMCA

Join a New Yorker to learn how to break through Midwest Nice to discuss the stuff that really matters with your colleagues, your staff, and even your supervisors. In this session, we will discuss a framework for feedback that centers both empathy and honesty suitable for tackling even the toughest topics.

Cultivating Charisma: A Guide To Improving Your Executive Presence

Kristin Bock, Body Language Blueprint

At the core of building executive presence is your charisma—that “something special” that draws others to you, and makes them eager to trust you. Even if you're not a “natural born leader”, you can build your executive presence by cultivating your charisma. A foundational approach to executive presence training, this interactive session illustrates the nonverbal keys of influence and how they affect the way others perceive you, your warmth, your competence, and your ability to lead.

Get ready to go from “meh” to “memorable”. Get ready to cultivate your charisma!

De-escalation for Civilians

Officer Darien Bachman, Normal Police Department and Sergeant Kiel Nowers, Bloomington Police Department

Bloomington Police Department has been teaching De-escalation techniques for their officers for about 6 years. Bloomington Police has taken their 7-hour class for officers and condensed it down to 45 minutes for civilians. All the slides are still the same ones shown to officers. You will be given techniques on what to do, and what not to do, to help bring calm to tense situations, while treating everyone with dignity and professionalism.

Empowering Youth: Defining a Lasting Legacy

Ebone' Mitchell, Director, Strategy and Quality Practices - Teens Network Experience, YMCA of the USA

This workshop aims to inspire and equip adults to recognize and nurture the untapped potential within the youth, enabling them to leave a lasting legacy. By providing guidance and support, adults can play a pivotal role in empowering the next generation to make a meaningful impact on their communities and beyond.

From Surviving to Thriving: How Your Annual Campaign Can Be the Difference

B.J. Wilken, Executive Director, CEO, Bloomington-Normal YMCA

Telling our story is the difference between the YMCA and similar service providers. It can also be the difference between being a surviving Y and a thriving Y. This presentation will be share best practices, tips, techniques and ingredients needed to accelerate your annual campaign and to provide a “triple bottom line” to your Y of community impact, financial health, and social responsibility.

From Y Leader to CEO: Charting Your Course to Lead a YMCA

Richard Clegg, Senior Consultant, DBD Group

This workshop will explore the knowledge and tools to become a strong candidate for a YMCA CEO position. Explore the recommended career paths Y leaders take to reach the CEO level. We'll explore how you can develop strategies to showcase your unique strengths and qualifications to stand out in the applicant pool. You will gain insights into the typical YMCA CEO search process, so you can be fully prepared. Get ready to participate! We'll be using menti.com for live polling throughout the session. Bring your laptop, tablet, or phone to join the conversation.

WORKSHOPS



Guiding Leaders to Create Programs with a Purpose

Sarah Rhodebeck, Executive Director of Association Child Care Services, Gateway Region YMCA

Define and communicate the purpose and goals of every program based on community needs and YMCA mission. Commit to making every program safe and of high quality, including those mission-driven qualities that make it a YMCA program. Systematically gather data, observations, and feedback to determine effectiveness of individual programs and overall program strategies. Create a culture of continuous program improvement—define accountabilities, allocate resources, make changes based on evaluation results, and reward ongoing improvement.

Positive Behavior Management Strategies at the Y

Patrick Mainieri, COO, Bloomington–Normal YMCA, Meredith Nero, Senior Program Director of Adaptive Support for Youth and Family Programs, Gateway Region YMCA, and Anastasia Yung, Regional Behavior Coach, YMCA of Metropolitan Chicago

Our Ys need leaders that understand their changing needs and the world they are living in, which is different from the world we grew up in. Do you notice staff getting frustrated with youth behavior? Are staff overwhelmed and mentally fatigued in their work? This session includes structures and strategies that can be trained in your staff to help them calm the situation, listen to the topic, and meet the individual 'where they are' while supporting them in improving their behavior. A moderated panel will delve into trends and thoughts from an array of perspectives concerning positive behavior management. The panel includes Y professionals who have a past public school educator and administrator, former educator and much more.

Retaining, Engaging, and Recruiting the Best

Danielle Carey, Manager, Interviewing – Talent Acquisition, YMCA of Metropolitan Chicago and Richard Harper, Director of Talent Acquisition, YMCA of Metropolitan Chicago

In today's competitive job market, attracting and retaining top talent is crucial for organizational success. This comprehensive workshop is designed to equip managers, HR professionals, and team leaders with the essential tools and strategies to enhance staff retention, engagement, and recruitment.

Strategies to Boost Your Board Today

Richard Clegg, Senior Consultant, DBD Group

This workshop will highlight strategies that will ultimately create a more engaged and effective board that contributes significantly to the Y's success. You will learn how to uncover and maximize the unique gifts board members make, explore how to foster true strategic and generative dialogue at board meetings, and identify the board's role in fundraising: what it is and what it isn't. Get ready to participate! We'll be using menti.com for live polling throughout the session. Bring your laptop, tablet, or phone to join the conversation.

Stay Another Day – Our Mental Health Journey

Mackenzie Nelson, Founder, Stay Another Day

Stay Another Day LTD is a mental health awareness clothing brand created to help spark conversations on mental health and educate people on what resources are available. SAD founder, Mackenzie, shares her story and mission in hopes to give others strength and courage to keep going.

Successful Event Management

Patrick Mainieri, Chief Operating Officer, Bloomington–Normal YMCA

Across all of our YMCAs is the need to host events, from birthday parties to full community engagement events. This session will explore some dos and don'ts for successful event planning, execution, and debrief through a 21 step planning process that reveals topics that many might not consider as an event approaches.

What To Do When Your World Seems to Be on Fire (Taking Care of Yourself, While Owning Your Results)

Keesiya Robertson, Behavior Support Manager, YMCA of Metropolitan Chicago

The world as we know it can change from day to day, minute to minute and even hour to hour. This change can be negative or positive. During times when it seems like everything around you is in a tizzy, it can seem like the world as you knew it is being engulfed in flames and no matter how hard you try, there is nothing you can do about it. This session will discuss how to find calm amid the flames as well as various coping strategies to cope with building positive mental wellness while being accountable to life obligations (e.g. household, career, leisure, etc.). We may have to go through the flames, but we do not have to be burned up. Join me, as we learn how to become FIRE WALKERS!

HOW-TO SESSIONS



FRIDAY MORNING “HOW-TO” SESSIONS

Attracting Older Worker to Y Employment

Jill N. Steiner, Chief Human Resources Officer, YMCA of Springfield and Brian Kaskie, Professor, MPH in Policy Advisor, University of Iowa, Inclusive Management Strategies

This is not just a how to but have to! You don't need a crystal ball to see the future. The data supports the strategic pivot YMCAs must make. We need to broaden our services to older adults beyond programs and coffee. We will briefly explore the key indicators before us and provide you actionable pathways to reframe your thinking to pivot to embrace initiative for the employment for older adults.

Be the Change: How to Advocate for YMCA Programs

Jill Edelblute, Senior Director of Government Relations, YMCA of Metropolitan Chicago

Eric Werge, Executive Director of the Community Schools Initiative, YMCA of Metropolitan Chicago

YMCA Policy and Program Leaders share a real-life experience with a state funding challenge and how they leveraged their experience to strategize with partners to advocate for YMCA programming.

Breaking Down Barriers: The ADA, Inclusion, and the Y

Gretchen Dennis, Manager of Inclusion, YMCA of Metropolitan Chicago

This session will cover best practices in advancing your Y's efforts to provide the most genuine and welcoming inclusive environment to all members and guests. Attendees will identify key steps and strategies that can be implemented with minimal impact on your day-to-day operations, along with potential risks to avoid, and opportunities for questions.

From Slides to Spotlight: How to Deliver a Presentation that Shines!

Richard Clegg, Senior Consultant, DBD

How do you facilitate a great meeting whether in person, virtual or hybrid? Are you noticing better attendance but less engagement during the meetings, compared to what you have in person? You will: 1) learn how to grow engagement in all types of meetings, 2) learn practical tips for facilitating meetings for the greatest impact, and 3) make the most of easy-to-use virtual tools – all with the goal of better outcomes and maximizing everyone's time. Get ready to participate! We'll be using menti.com for live polling throughout the session. Bring your laptop, tablet, or phone to join the conversation.

How leading with emotional intelligence fosters a winning culture and positively impacts your organization's bottom line.

Andre Goode, Vice President of Community Transformation, YMCA of Metropolitan Chicago

Emotional intelligence is the ability to manage and understand your own emotions as well as recognize the emotions of those around you. This session explores the connection between an emotionally intelligent leader and employee satisfaction, employee motivation, and employee productivity.

How to Start an Employee Resource Group

Jill Doerner, Chief Employee Empowerment Officer, YMCA of Metropolitan Chicago

Join us for an interactive workshop on how to kickstart an Employee Resource Group (ERG) within the Y. Employee Resource Groups are vital for fostering diversity, inclusion, and belonging in the workplace. Organizations with ERG's have improved employee engagement and retention, increased innovation and creativity, and enhanced talent development. In the session, you'll learn step by step how to initiate and sustain an ERG that aligns with your Y's values and goals.

Link and LCDC: Connecting and Developing as a Y Leader

Elli Grapp, Regional Training Director, Northern Midwest Learning Center

Join this session with Elli Grapp, Regional Training Director for our region's Learning Center, to learn more about how to navigate and leverage Link and LCDC to help you connect and develop as a Y Leader. Participants are encouraged (but not required) to bring along their laptop if possible and ensure they have access to Link and LCDC.

The Ultimate Learning Experience: LinkedIn Learning

Ammiel Mateen, Director of Employee Experience, YMCA of Metro Chicago

This How-To will provide learners with the ABCs of LinkedIn Learning including: What's needed to utilize, available courses/topics, benefits of use, and group features.

FALL RALLY AWARDS



These awards were established to recognize outstanding performances by volunteers and staff in Illinois. Staff and volunteers who receive these awards have exemplified exceptional levels of work performance and displayed high regard and loyalty to the YMCA's mission and work in their communities. Annually, an awards committee determines the recipient in each category.

STORMY WEBSTER AWARD FOR OUTSTANDING AQUATIC DIRECTOR

Stormy Webster began as a volunteer at the BR. Ryall YMCA in 1952 teaching swimming and lifesaving at rented facilities as the Y did not have its own building. During her 38 years of commitment to the Y as a volunteer and staff member, Stormy was dedicated to providing training and staff development to improve the quality and safety of aquatics programming for youth in Illinois and Indiana. She was a master in working with volunteers. Under her leadership Stormy recruited more than 100 aquatic volunteers that taught more than 1,500 hours per week. Some of her accolades included Volunteer of the Year at the Ryall Y, SCUBA Commissioner for the Midwest Field and the Midwest Field Physical Director of the year in 1978. Stormy retired from the YMCA in 1990 as the Program Executive of the B.R. Ryall YMCA.

The Stormy Webster award recognizes a Y Aquatics Director who displays exceptional leadership, commitment and the attributes of being a cause driven leader in aquatics at a local, neighborhood or alliance level and is employed by a YMCA in the Illinois Alliance.

Stormy Webster Award for Outstanding Aquatics Director Recipients:

2023	Arthur Steiner	2011	Julie Potocki	2000	Anne-Marie Buhrmester	1989	Nancy Reece
2022	Missy Contri	2010	Elaine Buckley	1999	Colleen Dempsey	1988	Pam Wagner
2020	Caitlin (Catie) N. Wallis	2009	Valarie Cahill	1998	Anita Perrotti	1987	Jeanette Bylwerk
2019	Deb Mortonson	2007	Joy Thomen	1997	Cheryl Dollinger	1986	Kathi Cook
2018	Lynnae Touchette	2006	Lori Siegel	1996	Teresa Hill	1985	Mike Boyer
2017	Jenny Rogel	2005	Karen Scott	1995	Pat Burns	1984	Jeff Campbell
2016	Danielle Krohn	2004	Mary Lou Pease	1994	Sandy Krol	1983	Karen Bruchan
2015	Lesley Webster	2003	Kathryn L. Borgmann	1993	Kristi Umsted	1982	Vicky Blough
2014	Sarah Jones	2002	Chris Bertana	1992	Lynn Mikovich	1981	Jeff Ottaviano
2012	Jen Foley	2001	Kathy Dueball	1991	Jill Steiner	1980	Mike Cook
				1990	Paddy Harrington	1979	Stormy Webster

MATT OTTAVIANO OUTSTANDING PROGRAM DIRECTOR OF THE YEAR

Matt Ottaviano served as the Executive Director of the Lawson YMCA in Chicago before becoming Vice President of Operations at the YMCA of Metropolitan Chicago. During this time Matt also led many MRC services. He exemplified the characteristics of a cause driven leader. He was honest, fair, intelligent, and friendly. His philanthropic spirit and dedication to the movement allowed him to relate to major donors, staff, as well as connect to the everyday Y member.

The Matt Ottaviano award recognizes a program director who displays exceptional leadership, commitment and the attributes of being a cause driven leader in program areas such as resident camp, day camp, child care, arts and humanities, youth services, youth sports, gymnastics, and teen programming. Peer Communities: Overnight (Resident) Camp, Day Camp, Teen, Before and After School, Early Learning

Matt Ottaviano Outstanding Program Director Award Recipients:

2023	Megan Edwards- Program	2013	Sarita Smith	2002	Rona Roffey	1992	Kim Stout
	Guylene Strange- Childcare	2012	Cory Harrison	2001	Jann Martin	1991	Terry Feldt
		2011	Melissa Ryan	2000	Maureen McCarthy	1990	DAnn Lagerblade
2022	Rona Rafferty	2010	Katrina Luetkebuenger	1999	Kimberly George	1989	Judy Ellertson
2019	Rob Busby	2009	Susan Chansey	1998	Kathy Holland	1988	David Lee
2018	Julie Kapsch	2007	Amy Johnson	1997	Claudia Lesser	1987	Jill Kawulok
2017	Lisa McCully	2007	Shannon Payton	1996	Scott Peterson	1986	Nancy Battersby
2016	Derek Schlager	2006	Debbie Bruce	1995	Jacki Steffen	1985	Shirley Spears
2015	Lisa Parfitt	2005	Sue DeTaeye	1994	Scott Clark		
2014	Allison Greenman	2004	Mary Pedersen	1993	Erika Barton-Wood		
		2003	G. Dianne Williams	1992	Judy Bucci		

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JOSEPH ROKNICH AWARD FOR OUTSTANDING FITNESS-WELLNESS DIRECTOR OF THE YEAR

Joseph Roknich was Executive Director at the Irving Park YMCA before becoming the Vice President of Operations for YMCA of Chicago and MRC Director. The Joseph Roknich award recognizes a Y staff person who displays exceptional leadership, commitment and the attributes of being a cause driven leader in the area of health, fitness/wellness. Peer Communities: Health and Wellness

Joseph Roknich Award for Outstanding Fitness/Wellness Director Recipients:

2023	Jennifer Buckwalter	1999	Kim Webb	1981	Wray Howard	1962	J. Larry Meyer
2022	Emily Hayden	1998	Kimberly Stewart	1980	Jean Thigpen	1961	G. Mike Chianakas
2020	Kristen Derengowski	1997	Tim McCoy	1979	Rich Escutia	1960	Gordon Peterson
2019	Breanne Anderson	1996	Peg Paligraf	1978	Stormy Webster	1959	Art Holland
2018	Angela Foulke	1995	Monica Kaminski	1977	Art Michaely	1958	Earl Wilson
2017	Ian Stewart	1994	Tony White	1976	Marlow B. Garvin	1957	Merton Kennedy
2014	Chelsey Bowermaster	1993	Diana Last	1975	Joni Coe	1956	Joe Roknich
2012	Kim Jass Ramirez	1992	Vicki Lettow	1974	Dave Diehr	1955	Jerry Martins
2010	Amy Kanzler	1991	Gretchen Kelly	1973	Cliff Lothery	1954	Bill Bartley
2009	Gretchen Isaac	1990	Robin Cagle	1972	Nicki Doehler		
2007	Scott Earl	1989	Liz Heller	1970	Yvonne Rish		
2006	Sue Munz	1988	Doug Thornton	1969	Bob Day		
2005	Cheryl Green	1987	Linda Dean	1968	Bob Turner		
2004	Eddie Papis	1986	Jim Rowland	1967	Jerry Woolley		
2003	Pam Gall	1985	Mike Parks	1966	Helen Coryell		
2002	Connie Laidlaw	1984	Dottie Bonnenfant	1965	Walt Brantley		
2001	Sandi Philippin	1983	Frank Klipsch	1964	Chuck Donecko		
2000	Don Quinlan	1982	Doug Kohl	1963	Bruce Bromley		

OUTSTANDING MEMBERSHIP-MARKETING DIRECTOR OF THE YEAR

The Outstanding Membership/Marketing Director Award recognizes the Membership or Marketing Director who is committed to the member experience, displays leadership, creativity and exceptional customer service. Peer Communities: Membership, Marketing

Outstanding Membership/Marketing Director Award Recipients:

2022	Alex Geisler	2017	Ashlee Heady	2012	Keri Olson	2006	Elizabeth Davin
2022	Lexie Zebe	2016	Michelle Polivka	2011	Beth Reusch	2005	Marcia Green
2020	Heather Dunker	2015	Margaret Willet	2010	Jean Flider	2004	Michele Chandler
2019	Hannah Robinson	2014	Margie Hennig	2009	Teresa Hoshauer	2003	Jan M. Jann
2018	Abby Helm	2013	Alicia Whitworth	2007	Wendy Bonilla	2002	Rich Haas

OUTSTANDING FACILITIES, BUILDING, AND/OR PROPERTIES DIRECTOR OF THE YEAR

The Outstanding Facilities Director of the Year Award recognizes a full-time Facility Director in the Y movement for outstanding efforts in managing and maintaining a YMCA facility or facilities. Peer Communities: Property Management

Outstanding Facilities, Building and/or Properties Director of the Year Award Recipients:

2022	Manar Nuaimi	2016	Jeremy Nelson	2012	Dave Wassenhove
2019	Jim Trainor	2015	Greg Smith	2011	Walter Myers
2018	Joe Newingham	2014	Gary Weirather	2010	Ralph Alvarez
2017	Tom Verheyen	2013	Don Stolz		

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OUTSTANDING SUPPORT SERVICES OR ADMIN OF THE YEAR

The Outstanding Admin Award recognizes an administrative or support staff in the YMCA movement who provides exemplary service to his/her YMCA operation or department and is dedicated team member that has demonstrated the core values of the YMCA movement.

Peer Communities: Finance, Employee Services

Outstanding Support Services or Admin of the Year Award Recipients:

2023	Argelia Gonzalez	2019	Nicole Propst	2015	Nancy Witt	2011	Sue Jackson
2022	Ellen Corbin	2018	Jane Bowers	2014	Charlie Irick	2010	Amy Robbins
2020	Leslee Schueneman	2017	Tom DuBois	2012	Julie Easton		

TOM STOLL AWARD

Tom Stoll, who passed away May 1, 2003, spent nearly 40 years in a love affair with the Y. Beginning in 1953 as a part-time volunteer at Oak Park Y Camp Douglas, Tom touched the lives of staff, volunteers, and members with the Oak Park, Aurora, Streator, and Naperville Ys. Tom was well known and respected for both the volunteer and staff leadership that he attracted and nurtured in the movement. As CEO of both the Streator and Naperville Ys, he built boards that were able to take good Ys and make them great. Tom recognized the importance of developing staff outside of his Y through active participation in both APD – now YPN – and as an instructor at Waubesa Valley Community College and George Williams College.

In recognition of Tom Stoll's Y legacy, the Tom Stoll Award has been established as an annual recognition presented to a Y professional on the ascending edge of service and who has developed outstanding executive or operational leadership and loyalty. Peer Communities: Operations, Executive Leadership

Tom Stoll Award Recipients:

2022	Allison Greenman	2018	Kathy Fielding
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DIG AWARD

The DIG Award recognizes a leader in the movement whose efforts focus on outreach to diverse and under-served communities and driving program innovation so that everyone, regardless of who they are or where they come from, has an opportunity to reach their full potential. This leader is intentional on integrating inclusion strategies across the diversity wheel. Peer Communities: Diversity, Inclusion, & Global Initiatives

DIG Award Recipients:

2020	Daisy Moran	2019	Lynsey Wehrenberg	2018	Agneis Koenitz-Hudac
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LEADERSHIP LEGACY AWARD (FORMERLY ILLINI CHIEF CLUB AWARD)

The Leadership Legacy Award recognizes a current Chief Executive Officer that provides extraordinary leadership to a corporate YMCA in Illinois by exemplifying the YMCA's values and mission. This award recognizes cause-driven leaders in their association, community, and the Y movement and among his or her peers across the State.

Leadership Legacy Award Recipients:

2023	Angie Sowle	2016	Sam Brooks	2010	Don Darnell	1998	Don Heller
2020	Mike Wennekamp	2015	Mark Spiegelhoff	2006	Judy Ellertson	1997	Larry Elliott
2019	Gary Bublitz & Howard Schultz	2014	Dan Chonowski	2004	Jon Robinson	1996	Dan Osterman
2018	Deborah Allen	2013	Andy Thornton	2002	Dennis Mohrman		
2017	B.J. Wilken	2012	Rob Wilkinson	2000	Wray Howard		
		2011	John Lee Usmial	1999	Martha Rolf		

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ALLIANCE ROOKIE OF THE YEAR AWARD

The Alliance Rookie Award recognizes a “rookie” (6-24 months of employment) in the YMCA movement for outstanding on the job achievements and for demonstrating the ability to operate and manage successful programs, membership management or fundraising efforts in the YMCA through exceptional leadership.

Alliance Rookie of the Year Award Recipients:

2023 Lou Bart	2014 Melissa Bryant	2009 Susan Krause	2003 JoAnn Webster
2022 Keesiya Robertson	2013 Lesley Feyerherm	2009 Brad Cripe	2002 Melanie Brown
2020 Rachel Latham	2012 Cody Duffie	2007 Kristi Brewer	2001 B.J. Wilken
2019 Sarah Tunall	2011 Lance Moring	2006 Joel Sieplinga	2000 Jan Schacht
2018 Sarah Weyer	2011 Johana Voss	2005 Joe Rodts	1999 Lori Oaks
2017 Lynn Eck	2010 Cari Christoff	2005 Jamie Eager	1998 Sarah McFarlane
2016 Samuel Phillips	2010 David Zielinski	2004 Susie Engle	1997 Christopher Seals
2015 Clayton Lott			1996 Colleen Dempsey

ALLIANCE COMMUNITY IMPACT AWARD (STAFF AND/OR VOLUNTEER) OF THE YEAR

The Community Impact Award recognizes staff or volunteers who have made extraordinary contributions to the Y in their community and/or through the State Alliance. At the heart of every YMCA there are select staff and volunteers who give incredible amounts of time and energy to advance the Y’s cause. Peer Communities: Community Engagement/Outreach, Fund Development

Alliance Community Impact Award Staff and/or Volunteer Recipients:

2023 Kelsey Barnick	2006 Pete Franciskovich	1995 Karma Niemeyer	1983 Evelyn Schum
2022 Dori Fugate	2005 Alice Doyle	1994 The McCartys	1982 Art Swanson
2020 Eric Hanson	2004 Mark Woods	1993 Gary King	1981 Carol Argires
2019 Mike Broski	2003 Ray Kimbell	1992 Russell Hartigan	1980 Rich Mueller
2018 Gary Evans	2002 Dick Larson	1991 Lee Anderson	1979 Ed Warren
2016 Cheryl Settle	2001 John Asan	1990 Jack Greenberg	1978 Kent Arney
2015 Bill Gavin	2000 Allan Adducci	1989 Bill Brock	1977 Ernie McKinnon
2012 Tim Johnson	1999 George Kolovos	1988 David Hajek	1976 Jean P. Kaine
2011 Rick Penn	1998 Mary Winters	1987 Lew Maulter	1975 Charles Matheny
2010 Angie Scraedle	1997 Marge Kielgznski	1986 Robert Talitsch	1974 Helen Johnson
2009 Rita Trent	1996 Roy Olson	1985 Ray Newman	1973 Elmer Geissler
2007 Benno Friedrich		1984 Max Zollner	

PROGRAM EXCELLENCE AWARD

The Program Excellence Award celebrates Y programs that are innovative and making a difference in communities across the state of Illinois.

Program Excellence Award Recipients:

<u>2023</u> Cafe Voca North Suburban YMCA	<u>2022</u> Illinois YMCA Youth and Government	<u>2019</u> Nourish Two Rivers YMCA	<u>2018</u> Camp Power Kishwaukee Family YMCA
Y on the Fly Stephens Family YMCA	Saturday Strikers Bowling Program YMCA of Springfield	The Matthew Project YMCA of Springfield	Special Olympics Swim Team North Suburban YMCA
Y Winners Two Rivers YMCA	JOYNT Program YMCA of the Rock River Valley	2 Seconds 2 Long North Suburban YMCA	Go Blue – Water Safety C.W. Avery YMCA
			Kids Marathon Sage YMCA

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ALLIANCE IMPACT PARTNER OF THE YEAR AWARD

This NEW award recognizes a community or statewide partner who has supported your YMCA or Alliance over the past year by engaging as a meaningful partner in a program, an initiative or advocacy.

Alliance Partner Award Recipients:

2023 Kiwanis Club of Joliet

2022 – Plainfield School District, C.W. Avery Family YMCA

YPN PEER COMMUNITY LEADERSHIP AWARD

The YPN Peer Community Leadership Award recognizes an active prime Chapter 45 YPN member that has displayed outstanding achievements leading their peer community by taking a proactive approach in bringing people together from across the state to share best practices in their area of focus.

YPN Peer Community Leadership Award Recipients:

2019 Kaia Dutler

2018 Jill Steiner

YPN LEADER OF THE YEAR (FORMERLY AYP OUTSTANDING LEADERSHIP AWARD)

The AYP Outstanding Leadership Award recognizes an active Prime Chapter 45 YPN member for effective leadership. The outstanding leader is a champion of the YPN mission and focused on professional development, leadership development, networking, and innovation.

YPN Leader of the Year / AYP Outstanding Leadership Award Recipients:

2020 Lisa Behounek

2017 Carolyn Hamilton

2014 Katrina Luetkebuenger

2019 Jill Doerner

2016 Kaleena Escallier

2013 R.J. Bartels

2018 Darin Williams

2015 Cory Harrison

YPN Emerging Leader of the Year Award

2016 Brooke Hall

2014 Marian Slahor

2015 Debbie Madeley

VENDOR CONTACTS



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CheckWriters

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DAXKO

Membership & Program Software
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Efficient Air Systems

Pool and Natatorium Dehumidification Systems
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Freemotion

Fitness Equipment, Cardio & Strength
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IGS Energy

Retail Energy Supplier – Power, Gas, Solar, LED
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Life Fitness

Commercial Fitness Equipment
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www.LifeFitness.com

Matrix

Fitness Equipment
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Parkinson's Foundation

Parkinson's Resources and Support
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Precor

Commercial Fitness Equipment
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www.precor.com

RCX Sports

Youth Sports Equipment
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www.rcxsports.com

VENDOR CONTACTS



Radar Promotions

Promotional Products and Apparel
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Renewable Energy Evolution

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SCW Fitness

Fitness Education
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SPEAR Corporation

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TRUE Fitness

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West Bend Mutual Insurance Company

Insurance and Safety Programs for YMCAs
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Mobile: 815-519-7706
www.thesilverlining.com

Y Purchasing Group

Purchasing and Procurement Services (free for Ys)
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OUR PARTNERS

Northern Midwest Learning Center

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Y Retirement Fund

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www.yretirement.org

ILLINOIS STATE ALLIANCE OF YMCAS



The Illinois State Alliance of YMCAs offers unique opportunities and benefits to Illinois YMCAs. Get involved today and experience the benefits of Alliance membership:

- Scholarship fund for Y professionals
- Advocacy on critical public policy issues affecting Ys
- Training opportunities through Alliance events, online and in person
- Peer groups for sharing knowledge, resources, best practices
- Joint negotiations and group purchasing, which results in better prices for all Ys
- Opportunity to access statewide grant funding
- Statewide initiatives

UPCOMING NEIGHBORHOOD MEETINGS:

Join a meeting in your Y Neighborhood to connect, learn and grow with you colleagues.

October 25th - Edwardsville YMCA, Edwardsville (Illini Neighborhood)

November 1st - YMCA of Northwest IL, Freeport (Northwest Neighborhood)

November 8th - PAV YMCA, Berwyn (Town & Country Neighborhood)



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