



FOR YOUTH DEVELOPMENT
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FOR SOCIAL RESPONSIBILITY

Alliance of New York State YMCAs Board of Directors Meeting

October 5th, 2022

2:00PM to 4:00PM

***The Desmond Hotel
660 Albany Shaker Road
Albany, New York 12211***

AGENDA

Welcome & Introductions	John Ehrbar, Board President
Thought of the Day	George Romell, Board Member
Review of June 2nd, 2022 Minutes	Gareth Sansom, Secretary
Treasurer's Report <ul style="list-style-type: none">• Finance Report at August 31st, 2022• Dues Report	Jamey Mullen, Treasurer
Alliance Policy Strategy Screen Update	John Ehrbar & Kyle Stewart
Organizational Updates <ul style="list-style-type: none">• 2023 Priority Issues• Healthy Living Report• Youth and Government Update• Grant Funding Report	Belinda Heckler Martha Petteys Drew Caldwell Kyle Stewart
Y-USA Mid-Year Service Delivery Report	John Ehrbar, Board President
Strategic Discussion <ul style="list-style-type: none">• Member Advancement Prioritization	Mary Kay Polston & Rob Totaro
Adjourn	John Ehrbar, Board President



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ALLIANCE OF NEW YORK STATE YMCAs

EXECUTIVE OFFICERS

John Ehrbar – President

YMCA Buffalo Niagara

Hank Leo – Vice President

YMCA of the Greater Tri-Valley

Mark Williams – Vice President

YMCA of the Twin Tiers

Gareth Sansom – Secretary

YMCA of Broome County

Jamey Mullen – Treasurer &

Past President

Norwich Family YMCA

BOARD OF DIRECTORS

Anne Brigis

YMCA of Long Island

Kristoph Kocan

Hornell Area Family YMCA

David Brown

Capital District YMCA

Bertram L. Lawson II

YMCA of Central New York

Paul Callahan

Capital District YMCA

Sharon Levy

YMCA of Greater New York

Scott Clark

Saratoga Regional YMCA

Lucia Ortiz

Yonkers Family YMCA

Mike Grammatico

GLOW YMCA

George Romell

YMCA of Greater Rochester

Jerry Huncosky

Frost Valley YMCA

James Vaughan

Frost Valley YMCA

Heidi Kirschner

YMCA of Kingston & Ulster County

Denise Young

Watertown Family YMCA

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June 2, 2022
Alliance of New York State YMCAs
Board of Directors Meeting

Present: John Ehrbar, President; Hank Leo, Vice President; Mark Williams, Vice President; Gareth Sansom, Secretary; Jamey Mullen, Treasurer; Anne Brigis; Sharon Levy; Scott Clark; Bertram Lawson; Lucria Ortiz; Noah Beck; Jerry Huncosky; George Romell; Kristoph Kocan; Heidi Kirschner; Jim Vaughn; Paul Callahan

Also Present: Kyle Stewart; Mary Kay Polston; Drew Caldwell; Belinda Heckler; Rob Totaro; Martha Petteys

Meeting Called to order at 10:30AM by President John Ehrbar.

Bertram Lawson delivered the Thought of the Day.

Approval of Minutes

Secretary Gareth Sansom reviewed the minutes from the March 10, 2022 Board of Directors Meeting. No corrections are necessary. Motion to accept the minutes was made by Anne Brigis and seconded by Jerry Huncosky. The motion carried.

Treasurer's Report

Treasurer Jamey Mullen presented the Treasurer's Report.

Finance Report at April 30, 2022

Jamey called everyone's attention to the five categories in the budget, including: 2022 budget, actual at April 30, budget at April 30, variance, and notes. The Alliance budgeted for \$933,000 in revenue for 2022, and \$319,382 at April 30 with an actual revenue of \$319,588, slightly ahead of budget. Dues revenue remains steady, and Management Contract – Grant revenue line is below budget due to the healthy living staff vacancy. We are under budget by nearly \$15,000 on the expense side, which translates to \$14,696 revenue over expenses at April 30.

Jamey asked Kyle to discuss the reason for the significant increase in Legal Fees. Kyle discussed the CVA cases that the Alliance has been included in, and the cost to gain a voluntary discontinuance for the Alliance from those complaints.

Gareth asked that his impression is that the variance is a positive ahead of budget, even though it shows in red font, and Jamey confirmed that it is ahead of budget.



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George Romell asked about the status of dues paid by YMCA members. Kyle stated that dues have been strong, with all Ys paying dues except for Clifton Springs. He also pointed out that several more Ys have selected to pay their dues monthly through ACH debit. George asked that the Treasurer's Report include a status of dues paying YMCAs. Kyle agreed, and also stated that the Alliance is awaiting a payment from ERTC, and we're hoping to receive it before the end of the calendar year.

Motion to accept the Treasurer's report was made by Heidi Kirschner and seconded by Hank Leo. The motion carried.

Alliance of NYS YMCAs Update & Discussion

Member Advancement Update

Mary Kay Polston began by discussing the numerous CEO searches that have and are being conducted, as well as the subsequent CEO onboarding process that the Member Advancement team is coordinating. The positive byproduct of these searches is that she and Rob Totaro are having direct contact and building relationships with local YMCA Boards and volunteer leaders. Mary Kay also mentioned that several YMCAs are looking to the Alliance for strategic planning, board governance and other projects; similar to the work prior to the pandemic.

Rob provided an update on the peer communities, and there are 12 to 14 currently active networks. We are encouraged that local Y staff are beginning to take leadership roles in these networks.

Mary Kay stated that she has been in contact with Janet Kafkas at Y-USA with regard to our challenges and concerns with the Regional Hub. Martha Petteys has been working with the hub staff on the lack of training for evidence-based health initiatives, which is our best example of success thus far. Lucria Ortiz mentioned that conversations with Suzanne McCormick have often included concerns and frustrations with the Regional Hub, and any support such as this should instead be delivered by Alliances. George agreed and expressed his experiences and challenges, and that they are shared concerns across the country. John Ehrbar shared that he and Kyle have a meeting scheduled with David Martorano at Y-USA, and that this issue will be an important topic for that discussion. Kyle will send the discussion points to the Board for their feedback. Anne Brigis asked if the Board should have a call before that meeting with David Martorano, and John agreed. He stated that Kyle will coordinate a Zoom call.

Legislative Session Report



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Kyle opened the report on legislation being tracked by the Alliance. He stated that today is the last day of session, and that the bills on the report are important for the Alliance to follow, but may not realistically be a viable bill that could pass the legislature. Some of the higher profile bills that are relevant to the Y are the Clean Slate bill, and the NY Privacy Act. The Adult Survivors Act has passed and was signed into law. Kyle will coordinate an overview of resources and further address this new law on one of the monthly Y Leaders calls.

Belinda Heckler further reviewed the list of bills presented to the Board. She stated that there may be some changes on status of the legislation, since it was printed yesterday. Belinda further discussed the Clean Slate bill, which seals criminal records for three to seven years. It does not include sealing records of any sexual or child abuse related offenses. She also discussed the 2019 Climate Leadership Community Protection Act, which sets ambitious goals for carbon emissions in the state. The draft plan to implement the rules and standards of the act is set to be released shortly, and the relevance to the Y is that there may be changes to energy use in our facilities, and especially new construction. Belinda continued with an update of legislation that expands the number of staff that are defined as a mandated reporter, and changes to the NY HERO Act.

Jerry Huncosky asked a question and expressed concern about a bill (A.278) that limits the exemption for unimproved property, and the definition of "unimproved". Kyle stated that the bill has been in existence for a number of years, and has not passed. Belinda agreed and stated that it is important for us to monitor some legislation that will likely not pass, but it is necessary to monitor them just in case. Belinda will share the bill language.

Lucia Ortiz stated that on a related note, the Alliance should look into our role in gun control and violence prevention. We are wrestling with how to talk about the issue of violence, which impacts all of us. We need to monitor but also be more active in our communities for healing and to facilitate violence prevention. Kyle stated that Lucia's comments are a perfect segue to the discussion that will happen next on the agenda.

Kyle stated that before we move on, he would like to give a brief update on two grants that the Alliance will soon receive. The first is the \$400,000 legislative initiative grant for YMCAs' operating expenses; and the second is the \$4.3 million community development block grant. Belinda and Kyle are putting the finishing touches on these grants, and will hopefully have more information soon.

Strategic Discussion: Alliance Policy Strategy Screen



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John asked Mary Kay to begin the discussion, following Lucria's comments. Beginning with the George Floyd murder, the Alliance developed a statement that was pertinent but somewhat reactive. Then with the shooting in Buffalo and the school shootings, it may be only a matter of time before it more directly impacts a YMCA. Some questions for us to consider are: should the Alliance create a draft template statement and/or really lean into issues such as this. Local Ys could use it as a resource, if they so choose. Utilizing the Strategy Screen in our Strategic Plan, these questions are considered when determining the Alliance's work and if it makes sense for the Alliance take the lead and/or respond:

- How does this advance the mission?
- What will it take to make this happen?
- How will it impact individual YMCAs?
- How can we scale/replicate?
- How will we ensure sustainability?

Mary Kay opened the floor for discussion. Mark Williams began the conversation by stating that all of these issues are extremely important, the impact of taking a stand have implications as was seen with US Representative Chris Jacobs when he lost the Republican support for speaking out in favor of stricter gun control laws. John followed up by stating that some of the conversations around Y-USA's strategic plan, and how involved the Y should be involved in activism or advocacy. John said that the gun violence is still very current and real for him in Buffalo, and that the Y should continue our efforts to promote understanding and anti-violence. George agreed with John, and stated that the issue is so divisive that the Alliance should focus on YMCAs' efforts that violence is unacceptable and that we need to promote peace and community strengthening programs.

George continued by expressing that making public statements without action is meaningless. Ys should be welcoming and safe havens for all. Lucria expressed her support that statements are not successful without expressing the work that Ys actually do: supporting youth; convene difficult conversations; providing safe spaces; and everything the Ys across the state are doing that provide prevention strategies for youth. George agreed that the place for the Y is in our four core values, and respect for individuals. Focusing efforts should be devoted to the programs and services that Ys provide, which addresses these issues.

Sharon Levy shared that the YMCA of Greater NY's Public Policy Committee recently met and discussed this very topic. Opinions were very different about how the Y should or should not show up. One member expressed that one of things that he appreciates the most about the Y is that we don't take hard line positions on controversial issues, and that the Y is convener and a place where youth feel welcome and can speak their minds to have discussions about difficult issues. The Y should be the place where those conversations can happen, and just like Youth and Government, it's ok to disagree.



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Bertram stated that the YMCA has always been able to be action oriented on issues. He continued that we should take positions, because violence is at a height, and oppression and women's rights are being taken away. If we believe that they are too political, we still need to do what's right and take a stand. Bertram stated that action is necessary, but we also have to take a stance and do something that will contribute to the betterment of the country.

Noah Beck stated that his opinion is that he clearly understands the need to be thoughtful and the risk of compromising our position as a nonpartisan organization. He agrees with Bertram, and furthermore does not believe that preventing gun violence should be politicized to the point where it damages the YMCA's reputation. There is no progress without large organizations speaking up for issues like violence prevention and advancing civil rights. We should not release statements and then retreat to our comfort zones. Noah stated that should be willing to take the next step, and in the right way and should be fearful of doing the right thing.

Lucia stated that we need to prepare our volunteer leaders and boards with the right tools around managing issues such as this. Our boards will have a lot to say about these types of statements and positions as well. We must be equipping local boards and have governance conversations and weigh in on this more. Heidi agreed and expressed that she appreciates this deep dive and conversations. She continued to state that anti-hate is an initiative and can relate to programs that address violence and other issues we're discussing. Anti-hate is not political. She also agreed that convening groups together is an important role for the Y.

Mary Kay stated that while we flesh out the result of this conversation, and the promotion of programs and services that the Y does well, when do we engage the Alliance? John expressed that the Alliance work should be specific, understanding that each Y is different. The Alliance should identify good practices to convene communities to discuss these critical issues, and build capacity at local Ys to have these discussions. Mark reiterated that we can't just make statements, but we need action and programs in place that promote anti-violence and action matters, not just words.

Rob stated that many Ys are not equipped to adequately react, and he reviewed the Alliance's strategic plan that states as one of our beliefs that we believe that YMCAs have the commitment and compassion to transform communities. He reiterated the discussion that it's important to get beyond reactive and look to programs and community services that are proactive. The Alliance needs to build its own capacity to help support local Ys' capacities. Preparing and training Y staff, as well as local Y Boards to have these difficult discussions is an important aspect of a successful strategy.



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Kyle expressed his appreciation of the excellent conversation. He agreed with John that the opinions we're all expressing are similar but being expressed in different ways. Kyle believes that they have a better idea of the direction of the Alliance and the support that we can provide to local YMCAs. Similarly, we believe that the Alliance is set to lead in this work and develop a strategy that could be brought to scale across the country.

John began to close the meeting and mentioned that this is his first meeting as Board President. He stated that it is part of leadership to deal with polarities. We have to balance between mission and money; between acting now and waiting. John said that to him, this issue is another idea of the balance and exactly how our leadership can move our organization and hopefully our country forward. He thanked the Board for the good conversation.

John called for a motion to adjourn the meeting. Jamey Mullen motioned to Adjourn the meeting. Bertram Lawson seconded the motion. The motion carried.

The meeting adjourned at 12:00PM.

Alliance of New York State YMCAs
Income Statement at 8/31/2022

	2022 Budget	Actual at 8/31/2022	Budget at 8/31/2022	Variance Actual to Budget	Notes
REVENUE					
Special Events	\$2,000	\$0	\$0	\$0	
Membership Dues	\$348,000	\$203,967	\$198,165	\$5,802	
Y-USA Service Delivery	\$461,250	\$306,750	\$306,750	\$0	
Youth and Government	\$38,000	\$31,253	\$25,000	\$6,253	
Interest	\$1,500	\$908	\$1,000	(\$92)	
Misc. Revenue	\$500	\$0	\$160	(\$160)	
Management Contract - Grant	\$60,000	\$157,005	\$40,000	\$117,005	Unanticipated Grant
Grant Revenue	\$22,000	\$0	\$0	\$0	
Total Revenue	\$933,250	\$699,883	\$571,075	\$128,808	
EXPENSES					
Admin Salaries	\$640,000	\$410,712	\$418,463	\$7,751	
Employee Benefits	\$160,000	\$89,351	\$104,617	\$15,266	Timing of benefits reimbursement to CDYMCA
Office Supplies	\$5,000	\$2,323	\$3,334	\$1,011	
Grant Expense	\$10,000	\$32,258	\$7,666	(\$24,592)	Increased expense related to Management Contract - Grant revenue
Telephone/Internet	\$4,000	\$2,214	\$2,666	\$452	
Postage	\$500	\$189	\$336	\$147	
Contract Services	\$25,000	\$0	\$0	\$0	
Rental of Facilities	\$3,000	\$560	\$2,000	\$1,440	Budgeted for storage units and potential downtown Albany shared work space
Marketing	\$10,000	\$5,516	\$7,832	\$2,316	
Travel	\$15,000	\$10,488	\$10,000	(\$488)	
Meals	\$3,000	\$1,908	\$2,000	\$92	
Depreciation	\$3,250	\$814	\$2,170	\$1,356	
Management Fee	\$10,000	\$5,950	\$5,950	\$0	
Fees/Dues	\$4,000	\$3,094	\$2,832	(\$262)	
Conference and Conventions	\$7,500	\$2,726	\$6,000	\$3,274	
Professional Development	\$1,500	\$1,272	\$1,000	(\$272)	
Legal Fees	\$13,000	\$17,590	\$8,500	(\$9,090)	2021 invoice for CVA complaints
Insurance	\$7,000	\$2,694	\$3,200	\$506	
Miscellaneous	\$250	\$60	\$168	\$108	
Total Expenses	\$922,000	\$589,719	\$588,734	\$985	
Revenue over Expenses	\$11,250	\$110,164	(\$17,659)	\$127,823	

Alliance of New York State YMCAs

Dues Report 2022

YMCA	Due 3/4/22	Paid 3/4/22	Due 10/28/22	Paid 10/28/22
Auburn YMCA-WEIU	\$3,506.00	\$3,506.00	\$3,506.00	
Clifton Springs Area YMCA	\$201.00	-	\$201.00	
Cortland County Family YMCA	\$642.00	*Monthly Debit	\$642.00	*Monthly Debit
Family YMCA at Tarrytown	\$2,078.00	*Monthly Debit	\$2,078.00	*Monthly Debit
Family YMCA of Glens Falls Area	\$2,727.00	\$2,727.00	\$2,727.00	
Frost Valley YMCA	\$9,504.00	*Biannual Debit	\$9,504.00	*Biannual Debit
Fulton County YMCA	\$1,995.00	*Monthly Debit	\$1,995.00	*Monthly Debit
Fulton YMCA	\$636.00	*Biannual Debit	\$636.00	*Biannual Debit
Geneva Family YMCA	\$615.00	\$615.00	\$615.00	
GLOW YMCA, Inc.	\$2,364.00	*Monthly Debit	\$2,364.00	*Monthly Debit
Greater Canandaigua Family YMCA	\$1,724.00	\$1,724.00	N/A	N/A
Hornell Area Family YMCA	\$1,922.00	*Quarterly Debit	\$1,922.00	*Quarterly Debit
Ithaca & Tompkins County YMCA	\$1,232.00	*Monthly Debit	\$1,232.00	*Monthly Debit
Jamestown YMCA	\$2,344.00	\$2,344.00	\$2,344.00	
New Rochelle YMCA	\$1,103.00	*Biannual Debit	\$1,103.00	*Biannual Debit
Norwich YMCA	\$1,252.00	\$1,252.00	\$1,252.00	
Oneonta Family YMCA	\$786.00	\$786.00	\$786.00	
Oswego YMCA	\$712.00	\$712.00	\$712.00	
Plattsburgh YMCA	\$1,569.00	*Quarterly Debit	\$1,569.00	*Quarterly Debit
Rockland County YMCA	\$2,968.00	\$2,968.00	\$2,968.00	
Saratoga Regional YMCA	\$9,345.00	*Monthly Debit	\$9,345.00	*Monthly Debit
Silver Bay YMCA of the Adirondacks	\$4,529.00	*Monthly Debit	\$4,529.00	*Monthly Debit
Watertown Family YMCA	\$3,560.00	*Biannual Debit	\$3,560.00	*Biannual Debit
YMCA Buffalo Niagara	\$15,712.00	\$15,715.00	\$15,712.00	
YMCA of Broome County	\$2,261.00	*Monthly Debit	\$2,261.00	*Monthly Debit
YMCA of Capital District	\$20,646.00	\$20,646.00	\$20,646.00	
YMCA of C & N Westchester	\$3,958.00	\$1,979.00	\$3,958.00	
YMCA of Central New York	\$16,056.00	\$16,056.00	\$16,056.00	
YMCA of Greater New York	\$20,646.00	\$20,646.00	\$20,646.00	
YMCA of Greater Rochester	\$20,646.00	\$20,646.00	\$20,646.00	
YMCA of Kingston & Ulster County	\$2,266.00	*Monthly Debit	\$2,266.00	*Monthly Debit
YMCA of Long Island	\$20,646.00	\$20,646.00	\$20,646.00	
YMCA of Middletown NY	\$5,734.00	*Monthly Debit	\$5,734.00	*Monthly Debit
YMCA of Rye NY	\$5,804.00	\$5,804.00	\$5,804.00	
YMCA of the Greater Tri-Valley	\$2,114.00	*Biannual Debit	\$2,114.00	*Biannual Debit
YMCA of the Twin Tiers	\$4,276.00	\$4,276.00	\$4,276.00	
YMCA of Yonkers Inc.	\$1,883.00	*Monthly Debit	\$1,883.00	*Monthly Debit

DRAFT

Gun Safety Advocacy Group Position Statement

With gun violence being a leading cause of death among kids in the United States, youth-serving and community organizations have a role to play in advocating for gun safety and inspiring and encouraging their stakeholders to find and advocate for broadly supported solutions for reducing gun violence in our country. Redwoods, as an organization committed to the movements we serve, has a role to play in supporting youth-serving organizations in their efforts to scale change.

Led by youth-serving organizations and supported by Redwoods where needed, this advocacy group will research and identify broadly supported, data-informed harm reduction approaches, research and advocacy groups, and public policy initiatives focused on moving the needle on this issue. When identifying these things, the group will generally seek to ensure any identified measures are broadly supported, moderate, effective, and feasible to implement. While youth-serving organizations and their stakeholders will lead the work, Redwoods will be a resource to this group of youth-serving organization leaders and the movements we serve as they develop and amplify messages that will widen and deepen support for these approaches in their communities, and among their peers.

Guiding Principles

To help guide the work of this group, we have identified the following principles that we hope to serve as the anchoring ideals for any conversations, advocacy statements and/or content that is produce.

- **Child Safety:** First and foremost, this group will focus on child safety and will work to find solutions and strategies and develop narratives that focus on protecting children.
- **Data Driven:** The group will use validated, evidence-informed practices, and responsibly-sourced data to inform the work.
- **Broadly Supported:** The group will work to bridge the gap between all viewpoints by focusing our attention on moderate, broadly supported solutions. When working to find broadly supported solutions, the group will be respectful, listen to and learn from all viewpoints.
- **Community Focused:** The group will illuminate the work that is already being done in communities throughout the country and recognize that what may work in one community may not work in another.
- **Intentional Language:** The group will be intentional about the language that we use in order to be inclusive and build consensus and support from all viewpoints.
- **Equity:** The group will use a lens of equity throughout the work on this topic.

Role of Youth-Serving Organization Leaders

Harm reduction in all forms—and gun violence prevention in particular—is a uniquely community-based issue. In order to meaningfully move the needle on this topic, work must begin at the community level and scale outward from there. Youth-serving organizations are not only vital to their communities, but they're also particularly ingrained in their communities given their unparalleled ability to touch and interact with all stages and aspects of community life. Given this unique position and privilege, these organizations must take the leading role in this

work in each of their respective communities in order for it to scale. It is vital to understand that solutions which show promise in one community may be ineffective or inappropriate in a different community, so those best equipped to learn of, speak out on, and develop community-focused solutions are community-serving organizations themselves.

Practically, this role can take many forms, but some suggestions for action by youth-serving organizations include the following:

- Research, learn of and develop effective, community-focused and appropriate gun safety strategies for your community
- Engage the entire organization—including the Board—on this subject by speaking up and speaking out
- Use your unique position as a community-based, youth-serving organization to convene and influence local leaders, organizations, politicians, and other stakeholders on the subject
- Be present and active in the work for change taking place in your community—to include staying aware of and engaged with the public policy, legislative, and advocacy efforts occurring at the local and state levels

Redwoods Role

Redwoods is not an expert on this topic, so we will use our social capital—where needed—as a convener of youth-serving organization leaders and an amplifier of research-based information and messages that align with the guiding principles outlined above. We will seek to celebrate and highlight the work being done by youth-serving organizations to tackle this issue in their communities. Where appropriate, we will guide youth-serving organization leaders to experts in the field that work on this every day.

Objectives

With youth-serving organizations leading the work on this topic, this group hopes to achieve the following:

Begin immediately:

- Begin discussion on the scope of the issue that youth-serving organization leaders will tackle
- Begin development of a theory of change—with the knowledge that the group must first develop a wider understanding of the gun safety ecosystem and the productive inputs that can create safer communities
- Begin development of an action plan that best leverages the voices and relationships of the youth-serving community

Beginning in Fall, 2022

- Accelerate the conversation on gun safety within youth-serving organization movements and within local communities through resource provision and message amplification, and encourage and celebrate effective action

Board Report October 2022

Legislative Priorities Updates

Federal:

The current fiscal year ended on September 30th, with no final federal budget agreement. Congress as expected passed a continuing resolution (CR) to fund the government through Dec. 16th.

Please note that the CR does NOT include FY2023 Community Project Funding (earmark) requests. According to YUSA, the status of pending requests would likely be addressed in a full appropriations bill in December.

This summer we met with several members of Congress. We met with about half the number we normally do in August/September mostly because of scheduling challenges due to the focus on elections, primaries and redistricting across the state. Topics related to additional funding for childcare stabilization, ERTC and the universal charitable deduction.

YUSA still hopes to make progress on these issues.

State:

YMCAs in many communities across the state have been struggling with staffing, and specifically with staffing school aged childcare programs. According to survey done by the Alliance in September of 2022 (see attached), YMCAs statewide have proactively sought solutions to this problem but need additional state support in seeking a long-term resolution.

As such, the Alliance sent a letter to OCFS Commissioner Sheila Poole, making her aware of the specific struggles of our YMCAs. The following week the Alliance had a meeting with the Commissioner and her staff. They requested that the Alliance submit more granular recommendations with a focus on helpful changes to OCFS educational requirements. The Alliance then reached out to a subgroup of CEOs and asked them if we could connect with their SACC staff for additional information.

The results of those conversations with SACC staff have been compiled. The next step involves meeting with that subgroup via Zoom on 10/7 at 1pm to finalize the verbiage of the recommendations. A few of the preliminary recommendations in the rough draft are:

- Waivers, OCFS claims that these are very accessible; our Ys do not feel this is accurate, or at least not recently. It was again suggested that some sort of uniform approach waivers would be helpful.
- That the updated educational requirements that went into effect before the pandemic has exacerbated the inability of YMCAs to hire directors, leads and teachers. As such, they believe that the requirements should be a bit more to flexible to allow more diverse educational backgrounds (like sport degrees and nurses) and varied educational experiences.
- There should be a longer window, say 30 days, to allow for new staff to provide health documentation and fingerprinting.
- It was noted that in rural and economically challenged areas, getting to a fingerprinting office is challenging for many because of limited, fingerprinting locations, lack of public transportation. In addition, many people looking for jobs in those areas do not have health insurance and as such paying for a physical often means paying the cost of an emergency room visit or a WellNow Urgent care check. Several Ys are fronting money to potential staff to pay for these visits only for those candidates to not return.
- That there should be an apprenticeship program.
- Needs to be more train the trainer programs.

We will continue to keep you updated as to the final recommendations.

Budget:

Additionally, this is the time of year that we start to develop our legislative priorities and state budget ask. The issue of staffing challenges will be a big part of our discussions with the Legislature, Division of Budget, and the Governor in the Fall of 2022.

Furthermore, we need to continue to build upon the success of our past budget advocacy that resulted in the Legislature granting us the ability to expand upon the use of the HEPA line item that was granted to the Foundation in 2015. In 2021, we successfully advocated to expand the use of the \$400,000 line to help with covid related operational aid. In 2022, we asked for and were granted an increase in funding and allowed expanded use for workforce development (from \$400k to \$1 million). Our goal/challenge now is to at least maintain that increase and continue to advocate for more flexible usage. There are many indicators that suggest the economy and the state budget might not have as much available revenue for the next fiscal year.

It is also, important to note that the state has been very slow, in setting up the process for distributing funds from 2021 and 2022. Much of our advocacy work in 2023 unfortunately will be focused getting those funds disbursed ASAP. As such, for the immediate future it is our recommendation that the Alliance call upon the state Legislature and the Governor to maintain our \$1 million allocation for

workforce development and if revenues are better than project asked for an increase for 2023.

We have booked our annual lobby day for Tuesday, February 7th, 2023 at the Capitol.

Legislative:

In 2022 the NYS state legislature introduced more bills than any other state legislature; 17,165 bills and passed 1,007 bills of those; 412 passed both houses in the month of May (14 session days) and 310 additional bills in the month of June (in 5 sessions days). The trend of introducing and passing bills during the last few weeks of the Legislative session makes keeping up with sheer volume of what may and may not pass very challenging. In addition, January 2023 is the start of a new year 2-year legislative session (this is when all bills from the past 2 years that have not passed both houses – need to be reintroduced). As such, it is important that we remain vigilant and continue advocating on our priorities like, childcare, dedicated revenue for capital projects, chronic disease management. There will be a need for more individual YMCA advocacy in 2023 to help with meetings and education of elected officials (possibly new elected officials), and email responses to our calls to action and action alerts.

There are also likely to be some very difficult and possibly expensive legislation on the horizon in the form of various bills on climate change, NYS state and federal minimum wage, labor relations including granular focus on workers compensation and expanding paid leave and data privacy. For example:

- S.6376-B/A.2020-A – Expands to all workers the ability to receive PTSD coverage under NYS Workers Compensation coverage for stress greater than what occurs in the normal work environment.
- S.768/A.118 – Defines temporary total inability to perform the job in which injured or offered a job by the employer that has been modified to meet the abilities of the injured worker. Costly to small employers.
- S.6107-A/680-A - Enacts the NY privacy act to require companies to disclose their methods of de-identifying personal information, to place special safeguards around data sharing and to allow consumers to obtain the names of all entities with whom their information is shared. As nonprofits do not sell consumer data, they should be carved out of the proposed legislation so not to cause impose extensive compliance costs. Every dollar that a public charity must devote to data privacy compliance is a dollar that we cannot use to further our mission.

Miscellaneous:

- As a reminder, paid COVID sick leave does not have an expiration date. As such, it will remain in place until the Legislature chooses to seek to a repeal the law.

- Cannabis recreational use is allowed up to 3oz by adults over 21 years of age. Use of cannabis in accordance with state law: prior to the beginning or after the conclusion of the employee's work hours, and off the employer's premises and without use of the employer's equipment or other property.
- HERO ACT – Two components written infection disease plan although not active now it still needs to be in written, needs to be posted where employees can see it and given to new hires. The second part of the act is workplace safety committees requires employers of 10 or more to establish workplace safety committees ONLY when approached by employees (two employee written requests) to do so; you do not have to go out and proactively set up this committee – still no final regulation on these provisions but draft proposed regulations are very broad and as such possibly problematic.



FOR YOUTH DEVELOPMENT™
FOR HEALTHY LIVING
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September 8, 2022

Sheila Poole, Commissioner
NYS Office of Children and Family Services
52 Washington Street
Rensselaer, NY 12144-2735

Dear Commissioner Poole,

With many of New York's children beginning school this week, we feel it is imperative to provide you with an update on the status of our School Age Child Care (SACC) programs. After learning of numerous staffing challenges, the Alliance of New York State YMCAs (Alliance) conducted a survey of its member associations. A telling result of the survey shows that 90% of YMCAs in New York State are suffering from significant staffing shortages that negatively impact the availability of their SACC programming. The main causes for these crippling staffing shortages include:

- Lack of available candidates and competition for qualified staff;
- Ability to offer competitive pay rates; and
- Difficulty adhering to OCFS' educational requirements for staff.

95% of YMCAs reported that these barriers prevented them from applying for OCFS Child Care Desert funds, or from opening new SACC programs at the request of school districts. For decades, YMCAs have provided New York's children and families with high quality licensed child care. As you know, YMCAs partner with school districts and localities to provide out-of-school time programming. Unfortunately, the current realities of staffing shortages threaten our ability to continue our programs, which runs the risk of children being served in low quality, unlicensed care.

The Alliance is concerned that a prolonged staffing shortage of qualified candidates will lead to the lack of affordable licensed care. As a result, we urge the state to seriously consider alternative options to the educational requirements for qualifying SACC staff. Even if done temporarily until the shortage subsides, this is the most immediate means to address the existing crisis experienced by licensed programs. If left unaddressed, many of our YMCAs may be forced to offer alternative care to families and communities. While this option is not preferred or optimal, it is a result of the current reality.

The state and federal government have taken significant initial steps to address this staffing crisis by allocating direct funding for child care stabilization. However, public funding is currently temporary and as such, we urge the state to fully fund SACC child care positions with child care stabilization funds. These dollars should be used to develop, educate, and train a workforce of dedicated child care staff by sponsoring educational certifications via BOCES or community colleges.

The Alliance is committed to working with you to ensure the continuation of high-quality licensed YMCA SACC programs. We are dedicated to building a stable and thriving child care workforce, that is respected for their valuable and important work.

We look forward to meeting with you to discuss solutions, and appreciate your willingness to partner with us.

Sincerely,

A handwritten signature in black ink, appearing to read "Kyle A. Stewart". The signature is fluid and cursive, with the first name "Kyle" being more prominent.

Kyle A. Stewart
Executive Director
Alliance of New York State YMCAs

Alliance of NYS YMCAs
Staffing Shortage Results
Survey September 2022

YMCA	Staffing Shortage	Severity Explanation	# of kids in need of programming	Did this stop you from applying for OCFS Child Care Desert funds and/or opening new SACC programs?	What actions did your Y take in an attempt to address the issue?
Rockland County YMCA	Yes	We are hiring for 7 open positions – Site Director (1), Asst. Site Director(1) , Group Leader (5)	Our waiting list has 95 children in need of Child Care	If we had staffing in place for a new site we opened in January 2022 – we would have qualified for desert funds. Yes – Lack of staffing prevented us from opening 1 site that was previously running an AM & PM program.	We increased salaries, offered hiring bonuses, created retention incentives & bonuses, we are offering referral bonuses for current employees.
YMCA of the Greater Tri-Valley	Yes	Severe. We are not able to open several sites due to the shortage.		yes	All of the usual processes, but to no avail.
Ulster Kingston	Yes and No	Since we are longer allowed to use Highschool students for aftercare as per our local OCFS this had made staffing increasingly difficult. Since the staff who have been working our program are no longer qualified to be supervisors or directors it has made it difficult to hire. The educational requirements that OCFS is imposing are making it impossible to find staff. Folks who have early childhood education degrees or BS and masters degrees are going to have FT jobs teaching or doing something else. They will not be looking for work in childcare which pays less (regardless of incentives) than what could be earned with a FT position.		YES and the elevated requirements – it seems like creating new programs is just about impossible. An example ... one of the sites that we have an afterschool program in is now providing Universal Pre-K. Parents have asked if our program could provide aftercare for the pm U-PK program. Our local office is specifying that these children need to have their own classroom. The school only allows our program to use the Cafeteria, Gym and playground. The cafeteria could easily and safely separate the two populations but is not allowed. The Director of the program must be degreed in early childhood education. Originally this wasn't going to be allowed at all until a notice was presented from the Commissioner from a couple of years ago that identified it would be allowed. It doesn't appear to me that NYS is serious about providing quality, affordable, and accessible childcare to address the childcare desert. Our summer has been pure hell trying to get programs up and running and there still is uncertainty that we will be allowed to open let alone have qualified staff by the first day of school.	Pray, advertise every where (libraries, grocery stores facebook, indeed, craigs list, local bulletin boards, coffee shops, college campuses (SUNY New Paltz (students are getting field work credit for the time they work!)), Ulster Community College, Bard College) – we have not done laundry mats), take super fortified vitamins that offer energy and calm when dealing with our local OCFS office. Our rates are aggressive as well \$15/hr + . Our training records are consistently lost by OCFS, (most records are consistently lost) so we are trying to come up with a database method that we can house employee records electronically – although each site is required to house their employment records on-site. Our programs operate out of schools it makes no sense to require physical records be housed at the school. Our programs do not have exclusive spaces that can securely house these records. OCFS Regs identifies that records can be maintained at one central office but our local office is requiring otherwise.

Alliance of NYS YMCAs
Staffing Shortage Results
Survey September 2022

Saratoga Regional YMCA	Yes and No	We currently have the staff needed to open our 2022-23 SACC programs for the Fall. We have waiting lists at most locations and could accommodate for more children if we had additional staff. We could use another 5-10 staff.		No – location of SRYMCA was not consider a desert area	No longer a minimum wage employer (higher wages for all positions with SACC), cross job hiring, job fairs, referral bonus, yard signs, Indeed job listings, Year round approach to hiring for the SACC program.
Capital District YMCA	yes	On Monday we sent a communication to approximately 550 families we would be experiencing a delay in the start of program unless we were able to secure staff. That date was 10/17. We are still shy approximately 100 staff We are in the process of trying to hire 140 staff for our Fall 2022 Childcare programs.		Yes, see above.	Media Blitz, working with Districts, Instant Job Fairs, Job Fairs in the community.
Plattsburg YMCA	yes	At the moment the severity is not as bad as it has been in the past. We work a lot with college students so we have to work around class schedules. Because it is not full time hours we struggle to find staff that can work this program that aren't students. We have a few days that the directors will be filling in to cover the ratio. We have a lot of families in need for childcare this year. Some sites have waitlists due to staffing issues as well as the capacity that our program can hold. At this moment, we have about 20 kids on waitlists between 5 different sites.		We have a need to open up two SACC sites but due to staffing we are not able to do this at the time. These numbers are not included on our waitlist.	Our Y has been promoting job opportunities on social media, word of mouth and job fairs. We have slowly been increasing the pay wage and giving some incentive bonuses to those staff that have stuck around. As a fairly new SACC Director I have really worked hard on forming good relationships with all my staff, resulting in staff retention and less staff quitting or not returning the following school year.
YMCA Broome County	yes	we have had to close all our SACC sites for the upcoming school year. We typically served approximately 120 children each year between 4 sites.		Yes, finding staff became increasingly difficult and the quality of staff was of even more concern to the point we decided to close the programs as we did not feel we could guarantee child safety. We had to decline \$60,000 in United Way support funding for this program when we chose not to run it.	We are working with the United Way to explore alternative afterschool operating models that may better suit the needs of our community, as well as help generate better quality team members.

Alliance of NYS YMCAs
Staffing Shortage Results
Survey September 2022

Auburn YMCA	yes	We tried to recruit staff early this year which helped but of course staff are already quitting. We are using some of our FT staff to help start the programs and be a lead teacher on our preschool until we find one. We have 1 UPK teacher position open and 3 assistants in our preschool and SACC we need 1 PT Site director and 3 assistants.	We have been contacted by a new school to open an afterschool program but do not have the time or staff to do this	We have been contacted by a new school to open an afterschool program but do not have the time or staff to do this, which leads to no applying for the Dessert Grant.	We have been through 2 FT SACC Directors in the past two years which delays many things including hiring of pt staff. All of our staff except for the Directors are part-time and make between \$14-\$16 for split shifts in SACC and our preschool teachers want to be FT but we do not have money in our budget to allow this.
YMCA of Central NY	yes	we currently need approximately 18 staff to fill our current slots and an additional 8 to serve our waiting list	We do have waiting lists at 7 of our sites totaling 64 kids	Yes, we were not able to increase capacity at most of our sites because we have not had enough staff, therefore have not applied for any child care desert expansion grants. We did apply for one new site.	Increased wages for SACC staff to a minimum of \$15 Increased attendance at Job FairsInternal Job FairsVisited area businesses to see if they had employees who needed additional hoursWorking with Colleges to promote our Job FairsContacted all area seasonal employers to promote employment Sponsoredposts on indeed.comPosts handshakeIncreased Social Media promotions
Buffalo Niagara	yes	26 Open Positions	596 children (not families) on the wait list	Yes, the lack of staffing prevented our Y from applying for OCFS CC Desert funds.	Actions taken to address the issue include merging or closing sites with low enrollment, increasing the # of OCFS multi-site plans, increased employment advertising, pay increases.
YMCA of Ithaca & Tompkins County	yes	Our Y has 3 locations, one on-site and 1 each at Groton and Cassavant (Dryden district). We are seeking a site supervisor for one offsite, and 3 counselors. With school starting on Tuesday for one district and Weds for the other 2, we have staff who work in other departments cleared for the license just to get through to when we are fully staffed. I would call it a moderately severe shortage.		yes We have been short staffed post-Covid in our SACC programs. We do not receive a lot of interview options. There are a lot of SACC programs in the Ithaca area so there is a competitive value regarding both employment and registration. We have difficulty in retaining the SACC employees we get for multiple reasons, and Indeed postings bring us many applicants, but they do not "show up" for their interviews whether via Zoom or in person.	Our Y has taken advantage of any relevant social media pursuits of staff, as well as our typical modes of posting jobs with NYS Labor, Indeed, college and school digital bulletin boards, member newsletters, website, job fairs, and word of mouth to local BOCES and colleges that offer youth development classes, ie. early education. Our Board and members are informed that the Y is in need and is supportive of our quest. We also post job openings in the childcare spaces and/or on our public bulletin boards.
Oswego YMCA	yes	Currently we have filled our School Age Childcare positions for three of our site locations. However, we still are unable to open one of our previous locations due to staffing shortages. This site on average has provided care for ten families.	This location would have had the capacity to provide care for 8 Infants, 12 Toddlers, 24 Preschool and 10 School Age Children	We were in the process of attempting to open a new Day Care Facility with the first round of OCFS Child Care Desert grant funding for new sites. However, we missed the deadline to complete the application by a week while negotiating the lease agreement for the proposed space. This location would have had the capacity to provide care for 8 Infants, 12 Toddlers, 24 Preschool and 10 School Age Children. We are unsure what the outcome would have been regarding the difficulty in staffing the facility with the process in the beginning stages. We will continue to research all our options to open a facility in our community to provide the needed childcare that we so desperately need. We are currently in discussions to expand our programs into two new school districts in our county that are looking to start a new SACC program. With our current challenges in finding the right qualified staff to meet all the OCFS requirements to fill these positions our search will be an ongoing effort.	To address our staffing issues with SACC we are looking to provide incentives to encourage more interest in applying and finding the right staff. In consideration is the idea of offering sign on bonuses as we begin the process of opening new sites and with ongoing staff retention, opposed to paying higher wages that may not be sustainable in the long term without the additional funding. We are always looking to find other creative ways to meet our staffing challenges.
Fulton Family YMCA	yes	We had to cap our program sites which we have never had to do. This leaves a waitlist for our families. This is also happening within our Daycare. We had to close one room for a couple of weeks due to the shortage.		Yes, we did not apply for either SACC or for Daycare due to the staffing shortage and the inability to expand our program.	We have increased our wages, we have offered tuition assistance for some employees, we offer free daycare.

Alliance of NYS YMCAs
Staffing Shortage Results
Survey September 2022

YMCA of Long Island	yes	We are in need of about 20 – 30 staff to serve our 20 sites. We also have about 60 – 75 families on the waitlist.		no	We have added sign on bonus, employee referral programs and most recently adjusted wages.
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FOR YOUTH DEVELOPMENT®
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HEALTHY LIVING UPDATE

Our focus the last six months has been the re-building of the state's Chronic Disease Prevention and Management Programs (CDPMP) and the supporting training network. The COVID-19 pandemic decimated programs across the state, with many YMCAs pausing Chronic Disease Prevention and Management programming due to lack of staff and the need to shift resources to basic operational needs. Now that YMCAs have been able to return attention to programs like Blood Pressure Self-Monitoring, Enhance®Fitness, Livestrong and the YMCA's Diabetes Prevention Program many YMCAs have found themselves restarting from the ground up –navigating a training system that lacks in-state faculty-level trainers due to staff loss; carving out time for the remaining or new staff, who continue to wearing multiple hats due to shortages, to receive needed training to launch or scale programs; in some cases re-applying to YMCA of the USA to re-launch programs; and re-establishing relationships with doctors' offices and health centers, which were largely closed to in-person relationship-building visits from potential referral partnerships like the YMCA.

THE GOOD NEWS & TRAININGS

The good news is Health and Wellness leaders across the state are passionate about bringing these important Healthy Living programs to their communities, showing determination to meet the challenges head on. By the end of November, we will have offered nine trainings across the state in both the areas of Health and Wellness and Leadership Competency.

In Health and Wellness, this has not only resulted in dozens of new Healthy Heart Ambassadors, Livestrong coaches and Enhance®Fitness instructors, but 14 new master-level trainers in these disciplines who can in turn teach future instructors, increasing health and wellness bench strength across the state.

Grants to support these, and other efforts, include:

Blood Pressure Self-Monitoring Program (BPSMP)

1815 Grant (Year 5): Expanding Availability and Referral to YMCAs Blood Pressure Self-Monitoring Program

- The Foundation received a \$31,000 grant from NYSDOH to support BPSMP in 2022-2023. This funding is being used to:
 - Offset the costs associated with the training and certification courses for YMCA staff and volunteers to become Healthy Heart Ambassadors (HHAs) and Program Managers.
 - Pay for the annual license fee for eleven (11) YMCAs to join WellD Health, the electronic wellness record platform, streamlining BPSM data collection and allowing BPSM YMCAs to accept electronic referrals.

State Innovation Delivery Model Grant

- In fall 2022, the Alliance was awarded a \$40,000 grant from YMCA of the USA to develop and test innovative state and regional program delivery models and referral network development. With these grant funds, the Alliance will pilot a milestone-based payment approach as a tool to increase enrollment and graduation of the BPSM program. The target of the incentive program is YMCAs in and around New York City that have not re-engaged in BPSM work post pandemic. The goal is to graduate 75 individuals at these targeted YMCAs by December 2023.
- The Alliance has contracted with Joann Donnelly, a 20+ year YMCA veteran, to assist in fulfilling the deliverables of this grant.

Enhance®Fitness

Sustainability Pilot Project

- With funding from the New York State Department of Health (NYSDOH) Arthritis Program, Saratoga Regional YMCA was selected to receive a \$4,000 grant to deliver Enhance®Fitness and collect specific data and program information. This Sustainability Pilot Project will help NYSDOH and the Alliance collect information needed to engage a sustainability partner in coverage of the program.

Walk With Ease

Walk With Ease Implementation Grant

- The Foundation was awarded funding through NYSDOH Arthritis Program to support the Arthritis Foundation's Walk With Ease Program, an evidence-based walking program for older adults. Four YMCA Associations receive awards of \$3,000 to deliver two 6-week sessions of the program in 2022. An additional four YMCAs will be selected the end of 2022 for a 2023 delivery.

Safe Routes to School (SRTS) Initiative

State Strategies for Active and Healthy Communities Grant

- The Alliance was awarded a \$22,000 grant from YMCA of the USA to support work that encourages children, including those with disabilities, to walk, bicycle or use other forms of active transportation to and from school – and to make walking and biking to school safe and appealing. Three YMCAs will receive \$5,000 in Fall 2022 to use to encourage Safe Routes to School programming, policies, and conversations with the goal of strengthening the state capacity for walking infrastructure and state-level policy.

EXECUTIVE SUMMARY OF ALLIANCE CEO AND ALLIANCE CHAIRS

Y Portfolio

1. Alliances have mixed responses regarding Y Portfolio; some see Y Portfolio as an enhancer to their work, others feel it detracts from their work or don't have the capacity to use.
2. Support from the Movement Services Admin Team is responsive and very helpful.
3. There is still a clear lack of understanding of the reason for the Y Portfolio, what gets entered, and how the tool can be used for the betterment of Alliance work, the Y Network, and the Movement.
4. Some Alliance Chairs questioned whether Y-USA is measuring the "right things" and we truly measuring impact.

Success in Local Ys

1. The pandemic has brought CEOs together in the Alliance in meaningful and collegial ways.
2. Local Y CEOs are supporting each other and are responsive to each other's needs.
3. Ys are coming together on state/federal funding and launching statewide initiatives.
4. There is more collaborative work among Ys from shared services to mergers.
5. Summer camps are busting at the seams however reducing capacity due to staffing shortages

Concerns of Local Ys

1. Long-term sustainability of local Ys.
2. Ys are cash rich now due to government and state funding but how long will that sustain the bottom line of YMCAs?
3. Membership not returning to pre-pandemic levels.
4. The lack of staffing in key operational areas is limiting the amount of programming and services being offered; staff acquisition and retention is critical.
5. The lack of training available to staff in key operational areas is hampering local Y efforts.

Success of the Y Network

1. The pandemic forced Ys in an Alliance to work closely together; continues today where Ys lean on each other for support.
2. There is strong trust amongst the Alliances with each other.
3. Mixed responses that Y-USA staff are either responsive or a great support where many others are felt Y-USA is not responsive to their needs and or requests.
4. Overall trust with Y-USA is gaining some momentum.
5. Some Alliance Chairs voiced that they see Y-USA as a true partner with their Alliance.
6. There is excitement from local Ys and Alliances around shared services and MSO work.

Concerns of the Y Network

1. Many Alliances expressed the need for what is the future of the Y Network and the upcoming 2024 contracts.
2. Some Alliances indicated that we must hold Alliances accountable for the Agreement with more consistency of services across the Network. Suggestion of "best practices" and standard metrics.
3. There is a lack of relational trust of local Ys using the Hubs and see Alliance or neighboring Ys as their "go to," lack of transparency continues to be an issue.
4. Many Alliances indicated that local Ys don't use the Hub; Hub is unresponsive and too much "red tape" to get support. Local Ys and Alliance are finding ways to circumvent the system due to the lack of responsiveness
5. Y-USA must address the gaps in delivery of training, certification, and development of local Y staff quickly and effectively.
6. Hub support of peer networks is absent in most Alliances or an overall support for networking in Alliances. Several Alliances that support their own peer networks indicate the peer networks are strong.
7. Overall system is not "flowing right" e.g., process and systems issues

Better Support Alliances

1. Many Alliances expressed the need for increased funding; ensuring funding is equitable across all Alliances and support smaller Alliances with funding that will address the capacity issues in delivering services to local Ys.
2. Build the capacity of Alliances to do more for local Ys as they are well positioned to continue the success.
3. Build a library and make available projects across the Network
4. Keeping the lines of communication open and continue to bring the Alliances and Y-USA together for discussion, dialogue, and debate.