



Y Buckeye Bulletin

A Newsletter for the Ohio Alliance of YMCAs

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GENERAL MEETING INFORMATION

2022 ALLIANCE MEETING SCHEDULE

The calendar for the 2022 Ohio Alliance of YMCAs meeting dates is published on pages 6-9 of this newsletter. Calendar invites have been sent for all neighborhood and peer community meetings, but we know that not all invitees are receiving our invitations due to a known issue between Outlook and Gmail. For your convenience, zoom links to all virtual meetings have been included in the calendar.



SAVE THE DATE!

The **2022 Ohio Y Leadership Conference** is scheduled for March 30-31, 2022.

Two Day Registration: \$179
 One Day Registration: \$99
 Virtual Key Notes: \$49

Registration will open February 1st.

Financial Aid is available.



YOUTH AND GOVERNMENT

HELP US REACH YOU!

Our new Youth and Government Director, Zach Zugelder, needs your help!

Zach is excited to share what is happening in Youth & Government and other youth and teen programs, but he needs an updated contact list to make sure the information is getting to the right people. Please help us by having the appropriate person in your association(s) fill out this form: <https://www.ohioymcayg.org/machform/view.php?id=38460>

WELCOME NEW OHIO CEOS

GALION YMCA COMMUNITY CENTER NEW CEO, ANDEE WILDENTHALER



Andee Wildenthaler, Director of Operations, assumed the CEO position on January 1, 2022.

Andee began working at the YMCA in January of 2017 as Member Engagement Specialist. Part of these duties included: engagement and recruitment of Silver Sneakers members; developing special events; understanding of all fitness classes and programs; calls to new members; attending health fairs; developing a marketing plan; grant writing; serving on various community Board of Directors and committees; and responsibility for all social media platforms.

In 2019 Andee became Director of Operations. Some of these duties include: overseeing both childcare operations (Galion & Mt. Gilead); responsibility for all operations of Heise pool and splash park; staff scheduling in all aquatic activities and fitness classes; recruiting, hiring, training of all staff; creating new programs and activities that serve the community; maintaining all software for computer system; evaluating program effectiveness; developing and controlling the budget for different departments; putting together schedules and necessary information for program brochure; assisting with special events; and managing the annual sustaining campaign. She also oversees the housekeeping department and Welcome Center staff.

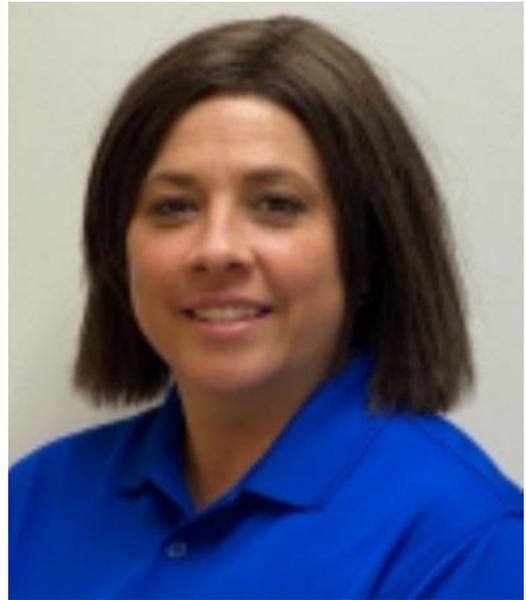
Andee will graduate in May of 2022 from Ohio University with a B. A. in Customer Service Leadership and minors in Business Management and Communication. Andee was born and raised in Galion and a graduate of Galion High School. Andee is the mother of three daughters - Maddie, Callie, & Kate.

WELCOME NEW OHIO CEOS

STEPHANIE PARSONS - NEW CEO OF FINDLAY YMCA

The Findlay YMCA Board of Directors has selected Stephanie Parsons as the next CEO. Stephanie is not a new name to the Findlay YMCA family, as she has served the Findlay YMCA since 2007. Stephanie began her duties as CEO on November 15, 2021.

Stephanie most recently served as COO/Operations Director since 2015 and oversees every aspect of day-to-day responsibilities for the YMCA. Stephanie has a strong background in program management, staff management, leading mission-driven projects and initiatives, membership development, and strives to provide cause-driven leadership to the Findlay YMCA and our community.



Christy Kisseberth, YMCA Board Chair said, "Stephanie has a great passion for our Y and this community. Her passion, energy, and experience have positioned her well to lead this organization and continue our mission in this community."

Outside the Y, Stephanie serves on the Hancock Youth Leadership Board, Family and Children's First Council, Hancock Literacy Committee, and is a member of Rotary. In 2019, Stephanie started a nonprofit, "The Beam of Light" in honor of her late mother and grandmother, which supports foster children and families within our community. Stephanie has a bachelor's degree - Exercise Specialist, from Bowling Green State University. She is also a graduate of the YMCA's Executive Development Institute.

Stephanie said "It's a great honor to lead such a cause-driven organization. I am surrounded by great staff and members, and I look forward to serving them and our community. I am committed to leading this organization to make an impact for years to come."

Stephanie is originally from Columbus Grove, Ohio, and currently resides in Findlay with her husband and four beautiful, and energetic, children. She enjoys camping, working out, and spending time with her family.

BOARD GOVERNANCE TIPS

CONFLICT OF INTEREST: KEY ELEMENTS, PRACTICAL TIPS, AND SAMPLE POLICY

A conflict of interest exists when a board member or employee has a personal interest that may influence him or her when making a decision for the organization. While the law focuses primarily on financial interests and provides some guidelines, nonprofit organizations contend with a variety of potential and perceived conflicts of interest, only some of which may be detrimental to the organization. The key for nonprofit boards is not to try to avoid all possible conflict-of-interest situations, which would be impossible; rather, boards need to identify and follow a process for handling them effectively.

Both board members and employees must abide by conflict-of-interest policies. Generally, conflict-of-interest policies should clarify what a conflict of interest is, what board members and employees must do to disclose possible conflicts of interest, and what board members and employees should do to avoid acting inappropriately if and when a conflict of interest does arise. How an organization ensures open and honest deliberation affects all aspects of its operations and is critical to making good decisions, avoiding legal problems and public scandals, and remaining focused on the organization's mission.

Key Elements

- Every organization needs a conflict-of-interest policy. Remember, conflicts of interest are not uncommon and not inherently illegal. Rather, they create situations that need careful attention and a process for handling them appropriately.
- Conflicts are not only financial in nature. Issue conflicts (for example, if a board member takes a position or supports another organization that is counter to the organization's mission and principles) may have to be addressed as well.
- Conflict-of-interest policies should be applicable to the board and key staff, at a minimum; they may also include other employees and key constituents with influence over the organization (e.g., major donors).
- A conflict-of-interest policy should clearly define a consistent process for dealing with conflicts. This process should include, at a minimum, disclosure and recusal. It also often includes the expectation for the board member in question to leave the room for the discussion and voting and, in extreme situations, to resign.

- Ultimately, the policy should clarify the consequences for violating the policy, which may include dismissal.
- Some organizations, instead of using the term conflict of interest, use a term duality of interest. A duality of interest recognizes that, under certain circumstances, even if a board member has multiple interests, those interests do not necessarily create a conflicting situation.

Practical Tips

- Conflicts of interest are sometimes quite obvious and other times more obscure. To provide better guidance, consider including examples of what constitutes a conflict of interest for the organization. These examples may be lengthy, organization-specific, and/or distinguish among real, perceived, or potential conflicts.
- On the administrative side, determine who will maintain proper documentation of signed conflict-of-interest disclosure statements, as well as who has responsibility for determining whether or not an actual conflict of interest occurs. Often, these responsibilities are shared between the chief executive and a board committee.
- Keep in mind that many conflicts of interest arise unexpectedly and can't be "planned" for. They may only become apparent during board discussions on a specific topic.
- Busy and engaged people, like board members, are involved in various activities in the community, and these affiliations are likely to collide at times. At least annually, consider requiring board and staff members to disclose — in writing — any relationships that might constitute a conflict of interest. By openly and preemptively disclosing these potentially conflicting connections, the organization is better able to carry out proper due diligence.

You can find a nonprofit conflict of interest policy sample [here](#).

CAPITOL BRIEF

STEP UP TO QUALITY EXTENSION VETOED

At the end of the year, Gov. Mike DeWine signed HB 169, which is the bill used to distribute federal COVID relief funding. As you may recall from last month's newsletter, the Senate added a provision that would allow child care centers not rated in the Step Up to Quality system to provide subsidized child care until December 31, 2022.

However, the Governor used his line-item veto authority to veto that SUTQ provision. Thus, the existing requirement that a child care center must be SUTQ rated in order to provide subsidized child care remains.

Hannah

OSHA RULE PODCAST

In response to the Sixth Circuit's December 17th dissolution of the Fifth Circuit's stay of the OSHA ETS on COVID-19 vaccination and testing for employers with at least 100 employees, Brennan Manna Diamond's video podcast, Employment Law After Hours, recorded a brand new episode discussing the Court's opinion and what it means for covered employers and employees. This video resource will be valuable in answering many questions and concerns on vaccination and testing policy requirements, deadlines for compliance, and sanctions for non-compliance.

Link to the free video/podcast here: <https://www.youtube.com/watch?v=6oAW5xhlfFE>

OHIO YMCAS UPCOMING MEETINGS

Virtual & In-Person Neighborhood Meetings Northeast & Northwest

Virtual (Click to join Zoom):

[NE - January 20 - 10 - 11 am](#)

[NW - January 20 - 11:30 am -12:30 pm](#)

In-Person (Location TBD):

NE - April 19 - 10 am -12 pm

NW - April 20 - 10 am -12 pm

Virtual (Click to join Zoom):

[NE - August 9 - 10 -11 am](#)

[NW - August 9 - 11:30 am -12:30 pm](#)

Virtual (Click to join Zoom):

[NE - December 6 - 10 -11 am](#)

[NW - December 7 - 11:30 am -12:30 pm](#)

OHIO YMCAS UPCOMING MEETINGS (CONTINUED)

Virtual & In Person Neighborhood Meetings Southeast & Southwest

Virtual (Click to join Zoom):

- [SE - January 21 10 am -12 pm](#)
- [SW - January 21 10 am -12 pm](#)

In Person (Location TBD):

- SE - April 26 10 am -12 pm
- SW - April 27 11 am -12 pm

Virtual (Click to join Zoom):

- [SE - August 10 10 -11 am](#)
- [SW - August 10 11:30 am -12:30 pm](#)

Virtual (Click to join Zoom):

- [SE - December 7 10 -11 am](#)
- [SW - December 7 11:30 am -12:30 pm](#)

Statewide CEO Meetings

In Person Meeting

June 17 - 10 am - 2 pm
(Location TBD)

Annual CEO Conference

September 29 - 30 (Tentative dates)
In Person (Location TBD)

CEO/CVO Meetings

Statewide Virtual Meeting

February 18 - 9 am—12 pm
[Click to join Zoom](#)

In Person Meetings (Location TBD)
Northern Ohio

November 10 - 10 am - 2 pm

Central/Southern Ohio

November 17 - 10 am - 2 pm

Leadership Conference

March 30-31, 2022
Renaissance Hotel, Downtown Columbus

2022 National Meetings

National Advocacy Days

February 15-16 (DC)

NAYDO

April 6-9 (Tampa)

OHIO YMCAS UPCOMING MEETINGS (CONTINUED)

Quarterly/Monthly Statewide Peer Community Virtual Meetings (Click to join Zoom meetings. Schedule subject to change.)

January 19

[Childcare 1-2 pm](#)

[Financial Development 2-3 pm](#)

February 16

[Childcare 1-2 pm](#)

[Financial Development 2-3 pm](#)

March 16

[Childcare 1-2 pm](#)

[Financial Development 2-3 pm](#)

April 20

[Childcare 1-2 pm](#)

[Financial Development 2-3 pm](#)

May 17

[Aquatics/Swim Team 10-11 am](#)

[Resident Camp 11 am-12 pm](#)

[Membership 1-2 pm](#)

[DEI 2-3 pm](#)

[Caregiver Network 3-4 pm](#)

May 18

[COOs 10-11 am](#)

[Property/Facility 11 am - 12 pm](#)

[Child Care 1-2 pm](#)

[Financial Development 2-3 pm](#)

[Branch Executives 3-4 pm](#)

June 15

[Childcare 1-2 pm](#)

[Financial Development 2-3 pm](#)

July 19

[Aquatics/Swim Team 10-11 am](#)

[Resident Camp 11 am-12 pm](#)

[Membership 1-2 pm](#)

[DEI 2-3 pm](#)

[Caregiver Network 3-4 pm](#)

July 20

[COOs 10-11 am](#)

[Property/Facility 11 am - 12 pm](#)

[Child Care 1-2 pm](#)

[Financial Development 2-3 pm](#)

[Branch Executives 3-4 pm](#)

August 17

[Childcare 1-2 pm](#)

[Financial Development 2-3 pm](#)

OHIO YMCAS UPCOMING MEETINGS (CONTINUED)

Quarterly/Monthly Statewide Peer Community Virtual Meetings
(Click to join Zoom meetings. Schedule subject to change.)

September 21

[Childcare 1-2 pm](#)

[Financial Development 2-3 pm](#)

October 18

[Aquatics/Swim Team 10-11 am](#)

[Resident Camp 11 am-12 pm](#)

[Membership 1-2 pm](#)

[DEI 2-3 pm](#)

[Caregiver Network 3-4 pm](#)

October 19

[COOs 10-11 am](#)

[Property/Facility 11 am - 12 pm](#)

[Child Care 1-2 pm](#)

[Financial Development 2-3 pm](#)

[Branch Executives 3-4 pm](#)

November 16

[Childcare 1-2 pm](#)

[Financial Development 2-3 pm](#)

December 21

[Childcare 1-2 pm](#)

[Financial Development 2-3 pm](#)